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Balancing Historical Roots and Future Growth: China's Foreign Policy

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Abstract

Whereas many know about China's economic growth in recent years, the most people have little understanding regarding how the country's historical roots and political structure have contributed to development. Through an analysis of relevant literature, this article examines China's historical roots and political structure as they affect its foreign policy decisions that have contributed to shaping the country's national development. It is suggested that a deeper understanding of this relationship will help Western nations interpret China's current and future policy decisions in order to forecast the potential significance of its global influence over the next decade.

Keywords: China, foreign policy, development path, economic growth

1. Introduction

With the world's largest population and the second largest economy, the People's Republic of China's industrial activity over the last few decades has made a strong impression on the global community. "Made in China" has become a common household phrase recognized worldwide. In the span of only three decades from 1979 to 2014, China's annual real GDP growth averaged approximately 10%, and it has become the world's largest manufacturer, exporter, and holder of foreign currency reserves (Morrison, 2015). This growth, which has drawn the attention of many, particularly Western nations, also compares favorably against the average annual growth in real GDP of their regional rivals, Japan (7.7%) and South Korea (9.1%) from 1950 to 1980 (OECD, 2009). Given its current rate of growth, many believe that China has the potential to become the world superpower in the near future.

While many in North America and Western Europe know about China's tremendous growth, they have little understanding regarding how the country's historical roots and political structure have contributed to its development. As detailed later, China's state capitalism, which is a historical and political byproduct, is a prime example of what Westerners have little clear understanding. Since, according to widely held economic theory, private property and competition play a crucial role in sustainable growth and economic development (Acemoglue & Robinson, 2012), "[f]rom a Western perspective, state capitalism epitomizes one of the main impediments to sustained growth in China" (Schweinberger, 2014, p. 169).

The country's growth can be largely attributed to the 1978 economic reforms implemented by Deng Xiaoping, which led to more liberalized foreign trade that opened China up to the world and marked the beginning of the economic model termed as "socialist market economy with Chinese characteristics" (Li, Liu & Wang, 2015, p. 2). This model consists of regular socialism with added features of capitalism in order to maximize social good. However, many economists today argue that China's system is a stronger example of state capitalism which involves a combination of guidance from open market forces along with the state rule in order to maximize profit (Li et al., 2015).

The differences between China's state-capitalist economy compared to the market-oriented economies of North America and Europe make it difficult for North Americans and Europeans to obtain a clear understanding of China's economic behavior. In reality, China is a nation with a long and complex economic and political history that has shaped its foreign policy decisions. Having experienced extensive changes in political and economic systems from one century to the next, China's complex and long history strongly influences the behaviour and

perspective of the nation's leaders today. The degree to which the Communist Party of China (CPC), the current ruling political party, influences China's foreign policy decisions is not a concept easily understood by democratic countries. In order to better understand and predict the direction of its future growth, Western nations must look further into China's history.

Through an analysis of relevant literature, this paper seeks to evaluate the extent to which China's historical roots and political structure affects its foreign policy decisions. It is proposed that an understanding of this relationship will help Western nations interpret China's current and future foreign policy decisions in order to forecast the potential significance of its global influence over the next decade.

2. Method

This paper is based on a review of existing literature. We mainly selected literature about the country's history, foreign policy, political reforms, and economic development based on state capitalism during and especially after the Cultural Revolution because China started growing economically fast since the era. It is important to understand China's history and political structure to understand the remarkable growth it has experienced in recent decades.

3. Literature review

3.1 State Capitalization in a Global Context

According to Lyons (2007), "[s]tate Capitalism is the use of government controlled funds to acquire strategic stakes around the world" (p. 119). Deng's intentions to integrate China into the global market, by freeing market and working toward "capitalism" while its political regime remains communist, involved a more cautious and low profile approach to foreign relations, where China tried to "avoid international conflicts, or to freeze or appease them when they [arose]" (Blaauw, 2013, p. 13). China's prompt rise from being a struggling country to becoming the world's second largest economy has garnered much international attention and as a result, many have argued that this low profile approach to foreign relations is no longer a fitting strategy. With more expectations placed upon China to step forward as a "global power" and not just a "global actor" (Blaauw, 2013, p. 1), there has been a further need for China's foreign policy to evolve and pave the way for it to advance into a leadership role in the international market.

Also, China's position in the global economy is one in which its state capitalist system continuously comes into contact with Western capitalist economies such as that of the USA. On a purely technical level, state capitalism and Western capitalism share many structural similarities, and the differences lie primarily in the ideological backing of those structures. Both systems operate on the basis of privately held businesses competing in the marketplace. In a Western capitalist economy, these businesses are controlled by private individuals or are publicly traded on the stock market by private individuals and other businesses. In a state capitalist economy, this marketplace still exists and private individuals participate in the market: however the government is overwhelmingly the major player in that marketplace. The government controls the flow of investment and is able to direct national development and advance certain priorities based on how financial resources are allocated. Additionally, businesses in a Western capitalist economy operate largely for the purpose of making a profit for the owners and stakeholders while businesses in a state capitalist economy operate to make a profit that can then be reallocated by the government to advance its strategic goals. It may also be important to note that there exist different state capitalism systems exist. For instance, Russia's state capitalism is different from that of China's in that the latter has "a direct interest in commercial development which is lacking in Russia" because "China extracts rents from commerce, while Russia does it from resources (Schweinberger, 2014, p. 172).

3.2 Origins of state capitalism in China

State capitalism in China originated from a desire to increase national economic growth during a time when China was transitioning out of a centrally planned economic system, which was originally implemented to support the heavy-industry focused development strategy at the time (Lin, Cai, & Li, 2003). During the country's pre-economic reform period before 1978, Lin et al. (2003) attributes the inefficient, high-cost nature of China's poor economic condition during the period to be a result of this heavy-industry focused development strategy. By 1978, these circumstances caused Deng Xiaoping, the leader of the Communist Party of China, to adopt a new economic strategy involving market-oriented reforms in hopes that it would stimulate economic growth and raise living standards (Morrison, 2015). In order to address China's socio-economic slump and low standards of living since the war against Japan and the Chinese Civil War from 1937 to 1949, including the 1966-1976 Cultural Revolution era, Deng's policies in 1979 emphasized the need to adapt China's economic system to the socio-economic realities of China by shifting towards more capitalist techniques of 'modern' economies. As

Herrala and Jia (2015) describe, "China has witnessed decades of strong development of the private corporate sector and a reduction in the role of state-owned enterprises (SOEs)" (p. 163).

In 1979, China started deregulating its market by opening more sectors that permitted the foreign direct investment (FDI) to participate in. Also, the low-tax strategy on foreign investors was a great incentive for foreign investment. It then became the largest developing country recipient of FDI in the mid-1990s (Das, 2003). Also, as shown in Table 1, China greatly transitioned labor from agriculture into the manufacturing sector (Siraj 2011).

Table 1. Sectoral composition of GDP of China (% of GDP)

	1980	1990	1997	2005
Agriculture	36.1	26.8	17.1	11.4
Manufacturing	25.4	25.3	31.1	34.1
Services	30.3	39.3	38.0	40.2
Other industries	8.2	8.2	13.8	14.3

China's new economic policies involved a shift away from state-intervention in the market, de-collectivization of agriculture (freeing agriculture from collective political control), an increase in private home ownership, permitting entrepreneurs to start businesses, and opening up the country to foreign trade and investment (Ross, Zheng, & Prime, 2015). China recorded an average growth rate of industrial value-added? (GDP growth-by-industry) of 9.5% in the 1980s and 13.5% in the 1990s (Lo & Li, 2011). As China further progressed as a country, it became recognized as an equal partner in the world economic community after joining the World Trade Organization (WTO) in 2001.

3.3 Features of State Capitalism in China

Chinese state capitalism is defined as "a political, social, and economic system which combined state power with some policy tools and institutions of liberal capitalism to promote a sustained and rapid growth of the Chinese GDP and economic development" (Schweinberger, 2014, p. 172). Since China's transition into a market system on the economic level, the Communist Party of China has been able to maintain its socialist authority on the political level (Baobo, Kobayashi, & Sano, 1999). Without clearly defining what a socialist market economy entails, this sudden shift has resulted in Party-controlled foreign policy decisions and the government acting as a direct player in the market. In the case of state capitalism in China, the importance of governmental influence alongside a growing private sector can be clearly seen through the functioning of SOEs (Li et al., 2015). These are companies that function in a similar manner to Western companies but they are owned and controlled by the state. Particularly during Hu Jintao's administration (2003-13), China's economic policy increasingly favored state-owned firms (Herrala & Jia, 2015). Instead of profits being equally distributed among the population, they are retained by the SOEs and used to maximize profit. These companies have always been an important mechanism for the CPC to maintain control within the economy and have been seen as an "extension of the Party's power into the marketplace" (Qiu, 2015, p. 7).

In response to rampant corruption, Xi Jinping's recent "new round of SOE reform and his anti-corruption campaign" (Qiu, 2015, p. 6) is targeted towards fighting the macroeconomic imbalance within the country and increasing efficiency by striking down corruption and introducing more privatization to SOEs. However, given that SOEs are one of the most valuable methods for the Party to extend its authority, there will likely not be any extreme measures taken by the Party to privatize immediately. As long as national prosperity is upheld within the coming years and the Party is able to relatively contain the amount of corruption amongst SOEs, these state-owned vehicles will remain a prominent part of China's strategic economic interests.

3. Discussion

In the context of Chinese state capitalism, the state can be seen to be a principal actor that uses the market for political gain. These SOEs provide a degree of market competition; however, they ultimately allow the state to strategically control the direction of the economy.

The Party's dominant role in providing support to targeted economic sectors and aggressively driving economic growth by supporting SOEs and government policies is seen to be a significant factor behind China's continuous development. That is, the result of state capitalism is the ability of the Communist Party of China to motivate investment and business activities based on their own strategic economic interests, largely through the utilization of SOEs. Essentially, state capitalism combines the market orientation of capitalism while retaining the emphasis

that communism places on government direction of the economy.

Despite the overall similarities between the Western capitalist and state capitalist systems, two key issues continue to impact business relationships between China and the West. First, the communist roots of the Chinese economy, in combination with the inclusion of the word 'communist' in the name of the Communist Party of China, continue to cause underlying Cold War ideological tensions to resurface. Although today's Communist Party of China is communist in name only, the historical strength of Cold War ideological differences, and the relatively recent end of the Cold War overshadows the fact that China's economy is technically capitalist (Coase & Wang, 2013). Second, when foreign companies consider doing business with China, issues are often raised in the areas of human and workers' rights violations. These issues are more related to the fact that China has an authoritarian government that is choosing not to prioritize regulation in these areas, than they are related to China's economic system.

If anything, these issues could actually be described as being symptomatic of China being a capitalist economy – business is operating with profit, not human rights, as a priority. While human and workers' rights violations are certainly a legitimate issue to be considered when contemplating the creation of a business relationship, in terms of technical compatibility, state capitalism and western capitalism are sufficiently similar to function collaboratively.

Due to the mixed responses of neighboring countries, China has recognized the need to adjust its approach to handling interactions with neighboring nations. Since the 18th Party Congress in November 2012 and the start of Xi Jinping's rule, a new political era for China has already begun to shape itself in the form of visible changes in their approach to international affairs. Some perceive these changes as a shift towards a less aggressive direction, in part due to the need to address increasing domestic issues at home (Hanemann & Rosen, 2012). Having suddenly stepped into the global spotlight, it does not appear that China will be able to properly undertake the responsibilities of a global superpower without resolving their internal concerns first. Some key reform measures unveiled at the Third Plenum of the 18th Congress address internal policy issues including: deepening economic reform to allow the market to play a more "decisive" role in allocating resources while still holding onto a dominant state ownership, expanding construction of free-trade zones in inland and border areas combined with relaxing investment restrictions, and persisting in protecting maritime interests while remaining dedicated to handling US relations in a more open-minded manner (Yizhou, 2014). It can be noted that there are many contradictory elements to this policy; one of the main contradictions being China's attempt to integrate into the global system by strengthening relationships and moving towards a freer market while still abiding strictly by the principles of its deeply-rooted socialist structure. Xi Jinping has emphasized China's intention to continue to authoritatively rule the domestic landscape with the control of the Communist party. This has struck up a debate on whether China intends to actively follow through with these new initiatives or whether they are merely part of a larger plan prepared by the Party.

Another point recognized in the Plenum is that China's interaction and cooperation with the U.S. within the next decade will significantly define the world's future. There is a complex interdependence that currently exists between the two nations, and China's foreign policy is reflective of its understanding that if it intends to take on a superpower role, it must not clash with the U.S. The Asia Rebalance Policy, initiated by the U.S., posed a clear threat to China which contributed to the view that the U.S. is a potential obstacle in China's ultimate rise to power as a nation (Yizhou, 2014). So far, China has been careful in how it handles its affairs and relations with the U.S., although there is apparent discomfort at the dominance and power of the U.S.. China's actions that can be observed thus far imply that China will take a more open-minded approach to its relations with the U.S.: however China will ultimately view the American superpower as a challenge that must be faced in a timely and calculated manner.

4. Conclusion

China's history offers some insight as to why the government takes such a prominent role in the economy, and why their economic system has changed, rather dramatically, since the middle of the 20th century. Although China has a distinctly different historical context than the nations that make up North America and Europe, the government's policy change towards a system of state capitalism has greatly improved China's compatibility with the global economy. Since state capitalism generally shares the same market orientation as capitalism does in the west, foreign firms can comfortably interact with Chinese firms, as it is understood that they approach each other with reasonably similar goals and understandings. However, if China is to fully take advantage of the potential growth opportunities that capitalism is able to offer, the government will have to overcome a number of substantial issues.

First, they will have to overcome issues of negative perception, stemming from human rights abuses, lax safety standards and the like, and second, they will have to overcome a number of internal issues, such as income disparity and official corruption. Overall, China's future is uncertain. State capitalism in China is still in the process of being defined, and as such, the policy of the Chinese government is continually changing, which can lead to inconsistent and sometimes confusing responses. Until China is able to adopt a firmer economic policy that enables other nations to soundly gauge what the country's intentions are, it will struggle to maintain long-term growth regardless of how well its economy performs in the short term and will encounter continued resistance to their integration into the global economy.

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The Effect of Grandparents' Co-parenting on Young Children's Personality and Adaptation: Chinese Three-generation-families

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Abstract

Due to the prevalence of grandparents' co-parenting of children in China, this study aimed to examine its influence on young children's personality and adaptation. With the cooperation of a kindergarten in Shanghai, 530 parents of children 3-6 years of age were invited to answer the questionnaire after giving their consent, and 422 of the questionnaires were effective. Three factors were extracted by Exploratory Factor Analysis for children's temperament: Fearfulness in Strange Situations (FS), Intensity of Reaction (IR) and Pro-social Activity (PA). Two factors were examined for children's adaptation: Separation Anxiety in attending kindergarten (SA) and Anxious Preoccupied Attachment (APA, one of the insecure types for parent-child attachment relationship). The results show that the children raised by only parents had higher PA than those co-raised by grandparents and lower APA than those raised by only grandparents. Even after controlling for the influence from temperament and grades, the effect of parenting styles on APA was still significant. For Grade 1 children, the parenting style was also significantly related to children's temperament (IR).

1. Introduction

1.1 Prevalence of Grandparents' Co-parenting

Because of parental problems, such as parental substance abuse, incarceration, mental health problems, divorce, abandonment, economic difficulties, or maltreatment, the number of children who live in custodial grandparent families is growing (Hayslip & Kaminski, 2005). In the U.S., grandparent-headed households increased 30% from 1990 to 2000, and parents are entirely absent in many of these households (Simmons & Dye, 2000). Researchers have taken an interest in the wellbeing of the children and their grandparents in such special situations (Poehlmann, Park, Bouffiou, Abrahams, Shlafer, & Hahn, 2008; Ross & Aday, 2006). However, few studies have addressed the wellbeing or development of young children who live in normal families but are raised or co-parented by their grandparents. Grandparents are taking on important co-parental responsibilities in contemporary China (Xiao, 2014; Li, 2013). In China, due to dual-career couples in most nuclear families (Tao, 2011) and the insufficient number of nurseries for young children under three years of age, grandparents have become the major caregivers of young children before these children go to school. In Shanghai (the second biggest city in China), more than 60% of families rely on grandparents to co-parent their children (Wang & Cheng, 2014) during the day time while parents are working, after maternal childcare leave (usually four months after childbirth, according to Chinese Labor Law) or even from the first day of birth. Given that this is a becoming a prevalent social phenomenon, more research regarding the influence of grandparents' parenting/co-parenting in normal three-generational families is necessary.

1.2 Grandparents' Parenting and Children's Development

Regarding grandparenting, most research focuses on psychological and health problems in grandparents who provide primary care for their grandchildren (Minkler, Fuller-Thomson, Miller, & Driver, 1997; Ross & Aday, 2006; Poehlmann et al., 2008) or the factors of their well-being, such as their social economic status (Bachman & Chase-Lansdale, 2005), their relationship with children's parents, family cohesion (Sands & Goldberg-Glen, 2000) and grandchildren's behavior problems (Hayslip, Blumenthal, & Garner, 2014). However, few studies have addressed the quality of grandparents' parenting or the effect of their parenting on children's development,

though these are crucial areas for determining appropriate interventions to facilitate children's development and well-being (Poehlmann, 2003; Zhao, Deng, Zheng, & Zhou, 2004). Grandparents may be the best substitute caregiver when parents are unavailable to provide care for their children, but the advantages and disadvantages in grandparenting for children's development should also be clarified to determine how to improve the quality of care and benefit the children's development.

1.3 Child-parents Attachment

From an attachment perspective, Poehlmann (2003) proposed that three relationship processes simultaneously occur when grandparents take responsibility for their grandchildren: (1) disruptions in attachments potentially occur, especially in relationships involving parents; (2) attachment relationships between grandchildren and grandparents develop or are revised; and (3) family members' internal working models of attachment and caregiving are challenged and shaped. However, little research has provided empirical evidence for Poehlmann's theory. Attachment relationship to caregivers (especially parents) is an important factor in children's development, which may influence children's internal working models (Bowlby, 1982) and have implication for their later social and emotional development (Bohlin, Hagekull, & Rydell, 2000; Thompson, 1999). It is necessary to examine Poehumann's theory that grandparents' co-parenting will disrupt children's attachment to their parents in a normal three-generational family as well as in an atypical family with long absence of parents. Bowlby (1973) found that prolonged separation from parents will disrupt the attachment relationship between children and their parents. Although those children co-raised by their grandparents in normal three-generational families in China have no long term separation from their parents, the adverse factors such as the grandparents' presence as the primary caregivers, absence of parents in day time (when they are working), and various conflicts between parents and grandparents in parenting value may still exist for child-parent attachment,. Li, et al. (2015) reported that 83.74% of grandparents studied had been critical of children's mothers even before the grandchildren, and 30.54% had conflicts with children's mothers on parenting problems.

1.4 Children's Social Adaptation

However, Poehlmann's theory (2003) and related literature about children's attachment to their grandparents (Myers, Jarvis & Creasey, 1987; Howes, 1999; Li, 2013) show that most grandparents raising grandchildren meet the criteria proposed to identify attachment figures because they provide consistent physical and emotional care for the children. Cui & Lin (2015) even reported that children with grandparents as the primary caregivers scored significantly higher than those with parents as the primary caregivers in an attachment relationship survey because grandparents have more child-caring experience and respond to child's needs more sensitively and more patiently. Thus, for those children co-raised by their parents and grandparents, whether their primary caregivers are parents or grandparents or both, it is assumed that they at least have one stable attachment figure. Although understanding who will be the main attachment figure in such situation is also an interesting research question, this study focuses on whether the attachment relationship developed in this type of co-parenting style will function well in children's social adaptation. In well-developed attachment relationships, the caregiver presents a secure base from which a child can confidently explore their environment (Benoit, 2000). Will the children co-raised by grandparents adapt to a new environment as well as or even better than those raised only by parents? We compared the reaction of children raised by parents to those co-raised by grandparents in a real separation situation, i.e., attending kindergarten in a new semester, which is especially a challenging environment for new kindergarteners (Grade 1 children). The research on children's separation anxiety suggests that high-quality caring by grandparents had a compensatory effect for inadequate care by parents (Wang, Liu & Wang, 2011) and that a good attachment relationship with grandparents could relieve children's anxiety (Li, 2013). Thus, it is supposed that there is no difference between children raised by parents and those who are co-raised by grandparents when separating from the caregiver(s) to attend kindergarten.

1.5 Children's Temperament

This study also examined whether grandparents' co-parenting influences children's behavioral characteristics. Compared with the children raised by young parents, those raised by grandparents tend to be involved in less social or outdoor activities due to the grandparents' physical weakness (Poehlmann et al., 2008; Li, 2013) and comparatively low social economic status (Fuller-Thompson, Minkler, & Driver, 1997). Thus, it is assumed that grandparents' co-parenting will influence children's pro-social behavior or reaction in strange situations. Children's fearfulness for strangers and strange situations may also result from insecure attachment relationships with their parents (Zhou & Xu, 2012; Ispa, Fine, & Thornburg, 2002). Moreover, grandparents tend to dote on and even spoil their grandchildren, which may characterize children as more self-centered, and the children may exhibit a more intensive reaction in frustrating situations (Wang, 2007).

1.6 Hypothesis

Regarding children's personality and adaptation in a three-generation-family with grandparents as primary caregiver of children, the hypotheses in this study were as follows:

a) Parent-child attachment: grandparents' co-parenting will disrupt the attachments between children and their parents;

b) Social adaptation: children co-raised by grandparents will adjust to kindergarten as well as those raised by parents;

c) Children's temperament: children co-raised by grandparents show more negative disposition (higher fearfulness in strange situation and more intensive reaction in frustrating situations).

According to the above, the hypothesis model for the relationships between grandparents' parenting and the other variables was assembled in Figure 1. It is assumed that Grandparents' parenting will directly affect children's temperament and their attachment relationship to parents, and will indirectly influence children's social adaptation via temperament and parent-child attachment.
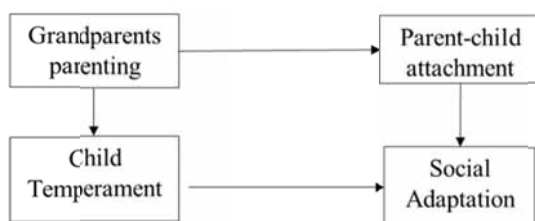
Figure 1. The hypothesis model for ralationship of parenting style, temperament and adaptation

2. Method

2.1 Participants and Procedures

With the cooperation of a kindergarten in Shanghai, 530 parents of children 3-6 years of age were invited to participate in the investigation by their consent during the first month of attending kindergarten. Parents were asked to complete the questionnaire independently at home. The researchers collected the answers after one week, and 422 of the questionnaires were effective. Among the 422 children, 143 (33.9%) were in 1st Grade, 141 (33.4%) were in 2nd Grade, and 138 (32.7%) were in 3rd Grade. In addition, 252 (59.7%) of the children were boys, and 170 (40.3%) were girls. The mean (SD) age of parents and grandparents is shown in Table 1.

Table 1. Age of parents and grandparents (years)

	Mean	SD	Range
Father	32.98	3.64	23-55
Mother	30.99	3.37	21-44
Paternal grandfather	58.95	5.48	48-85
Paternal grandmother	57.29	5.48	44-80
Maternal grandfather	57.68	5.60	46-82
Maternal grandmother	56.37	5.46	45-78

2.2 Measurements

Demographic variables included age/gender/received education of parents, length of maternity leave, age of grandparents, age/gender/grade of children, and parenting style (i.e., in daily life, child's care was provided by only-parents, parents and grandparents, or only-grandparents).

2.3 Attachment between Children and Parents

Five items that represent the anxious-preoccupied type were used to assess the adverse influence of grandparenting on parent-child attachment. These items were selected from the Attachment Questionnaire for Two- to Four-year-old Children, which was developed for Chinese children by Hong (2008) with good reliability and validity. In most Chinese three-generation-families, the children spend more time with their grandparents than with their parents; therefore, it is assumed that their attachment needs for parents are less satisfied. Thus, those children raised by grandparents might need more care and attention from their parents, and anxious-preoccupied attachment will occur more easily in Chinese children than other insecure types.

The five items of Anxious/Preoccupied Attachment (APA) were modified according to the life situation with grandparents (for example, "When I am going to leave home and let the child stay with baby sitter or other care-giver such as grandparents, he/she will cry and blubber, and ask me to stay with him/her"; "When the child is playing at home, he/she always pays attention to me and often call me to check where I am"), and they are rated on a 5-point Likert interval response scale from 'Absolutely inappropriate' to 'Absolutely appropriate'. The higher score indicates a more insecure attachment to parents. Cronbach's α for the five items of APA was .60.

2.4 Separation Anxiety in attending kindergarten

Five items were used to assess children's Separation Anxiety (SA) in attending kindergarten (for example, "When the child arrives at the classroom, he/she will find a lot of excuse to let me not to leave from classroom"; "On every Monday morning, the child always cries or is sad, not want to go to kindergarten"). These items were developed for this study according to the Children's Anxiety Scale in Attending Kindergarten (Liu, Yu, Li, & Xie, 2005). The items were rated on a 5-point Likert interval response scale from 'Absolutely inappropriate' to 'Absolutely appropriate'. The higher score suggests a worse adaptation in attending kindergarten. Cronbach's α for the five items was .82.

2.5 Children's temperament

To assess children's reaction in strange and frustrating situations, we used two ('fearfulness for stranger and strange situation' and 'intensity of reaction') of the nine dimensions in the Toddler Temperament Scale (TTS, Fullard, McDevitt & Carey, 1984). TTS is a parental questionnaire developed to identify temperament profiles for small children based on the New York Longitudinal Study (NYLS) findings. In NYLS, Thomas and Chess have identified nine temperament categories that describe the manner in which a child behaves: activity level, biological rhythmicity, initial approach/withdrawal, adaptability, intensity, mood, persistence/attention span, distractibility, and sensory threshold.

Referring to the Chinese version of the TTS (Hong, Zhang, Zhou, Yao, & Liu, 1999) and the life situation of the typical Chinese three-generation-family, we selected 10 items to assess 'Fearfulness for stranger and strange situation' and 6 items to assess 'Intensity of reaction'. These items were rated on a 5-point Likert interval response scale from 'Absolutely inappropriate' to 'Absolutely appropriate'. However, for the 16 items from two dimensions of the TTS, we failed to extract two factors as expected using a confirmatory factor analysis. The three reverse items for 'Fearfulness for Stranger and strange situation' were extracted as another factor using Exploratory Factor Analysis. Thus, three factors were extracted in this study, and they were labeled 'Fearfulness for Stranger and strange situation' (FS, 6 items, for example "The child was very shy with strangers when he/she was a little boy/girl"), 'Pro-social Activity' (PA, 3 items, for example "The child is extroversive and likes to talk with others") and 'Intensity of Reaction' (IR, 6 items, for example "When the child fails to do something during playing, he/she always cries or screams intensely"). Cronbach's αs for the three variables were .78, .74 and .83, respectively.

3. Results

3.1 Descriptive Statistics

Table 2 shows the frequency and percentage of length of maternity leave, received education of parents and parenting styles.

Table 2. Descriptive statistics of demographic variables

		n	*%*
maternity leave	< 0.5 years	197	49.3
	0.5~1 years	132	33.0
	1~3 years	71	17.8
education of mothers	middle school	44	10.6
	high middle school	108	25.9
	college/university	262	62.8
	graduate school	3	0.7
education of fathers	middle school	23	5.5
	high middle school	117	27.9
	college/university	263	62.6
	graduate school	17	4.0
parenting style	only parents	53	12.6
	parents & grandparents	260	61.6
	only grandparents	109	25.8

3.2 Comparison of Temperament and Adaptation by Grades

The temperament and adaptation of preschool children was compared by grades using the one-way analysis of variance (one-way ANOVA). The results show that there is significant difference among the three groups (Grade 1, Grade 2, and Grade 3) in Intensity of Reaction (IR), PA (Pro-social Activity), Anxious/Preoccupied Attachment (APA), and Separation Anxiety (SA), $F_{(2,419)} = 4.73$, $p < .01$; $F_{(2,419)} = 3.65$, $p < .05$; $F_{(2,419)} = 7.88$, $p < .001$; $F_{(2,419)} = 14.93$, $p < .001$, respectively; whereas, we found no significant difference in Fearfulness for Strange (FS), $F_{(2,419)} = .814$, n.s. The result of multiple comparisons between groups is shown in Table 3. The result suggests that the Grade 1 children had higher IR, APA and SA but lower PA than the other two groups.

Table 3. Multiple comparisons of personality and adaptation between grades

	Group	*n*	Mean		SD
Fearfulness for Strange	Grade1	143	20.04		5.08
	Grade2	141	19.47		4.95
	Grade3	138	19.32		5.07
Intensity of Reaction	Grade1	143	16.15	a	5.29
	Grade2	141	15.45		5.95
	Grade3	138	14.15	b	5.25
Pro-social Activity	Grade1	143	8.87	a	3.32
	Grade2	141	9.82	b	3.49
	Grade3	138	9.78		3.21
Anxious Preoccupied Attachment	Grade1	143	13.15	a	4.39
	Grade2	141	11.97	b	4.20
	Grade3	138	11.19	b	3.94
Separation Anxiety	Grade1	143	8.30	a	4.31
	Grade2	141	6.60	b	2.93
	Grade3	138	6.30	b	2.38

Note: there is significant difference between a and b, $p < .05$.

3.3 Comparison of Temperament and Adaptation by Parenting Styles

The results of the comparison of temperament and adaptation by parenting styles show that there is significant difference among the three groups (children raised only by parents, by parents and grandparents, and only by grandparents) in PA and APA, $F_{(2,419)} = 8.06$, $p < .01$; $F_{(2,419)} = 3.42$, $p < .05$, respectively; however, we found no significant difference in FS, IR, and SA, $F_{(2,419)} = .92$; 1.90; $.79$, n.s. The result of multiple comparisons between groups is shown in Table 4. It suggests that the children raised only by parents had higher PA than the other two groups and lower APA than those raised by only-grandparents.

Table 4. Multiple comparisons of personality and adaptation by parenting styles

	Group	*n*	Mean		SD
Pro-social Activity	only parents	53	10.91	a	2.84
	co-parenting	260	9.52	b	3.32
	only-grandparents	109	8.69	b	3.48
Anxious Preoccupied Attachment	only parents	53	11.00	a	4.46
	co-parenting	260	12.05		4.15
	only-grandparents	109	12.83	b	4.30

Note: there is significant difference between a and b, $p < .05$.

3.4 Relationship between Parenting Style, Temperament and Adaptation

To examine the effect of parenting styles on children's attachment and separation anxiety more rigorously and holistically, the relationship between parenting styles and APA/SA was tested by path model while controlling for the influence from the other variables (children's temperament and their grades). The results show that grades were related to the temperament (IR) and adaptation (APA/SA) (consistent with the above results of Table 3), and the temperament (IR/FS) also had an influence on APA/SA. After controlling for these influences from

children's temperament (IR/FS→APA/SA) and grades (Grade→IR/APA/SA), the effect of parenting style on APA was still significant (Figure 2). The model fitness is good. Because no significant relationship was found between PA and the outcome variable (parent-child attachment, social adaptation), PA was moved out from this model. The path from SA to APA was not significant, so it was deleted, and the model fitness showed better than before.
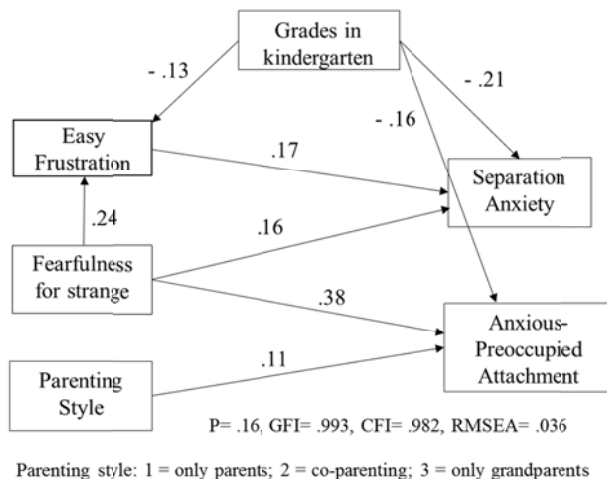
Figure 2. The relationship between parenting style, temperament and adaptation (all)

Furthermore, the relationship model of Figure 2 was examined based on the children's grades. Interestingly, for the group of Grade 1 children, the parenting style was also significantly related to the children's temperament (i.e., IR) (Figure 3). However, no such relationship was found in the other two groups.
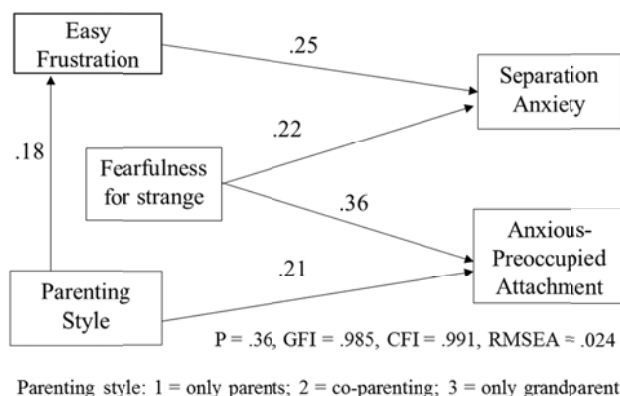
Figure 3. The ralationship between parenting style, temerament and adaptation (Grade 1 children)

4. Discussion

4.1 Grandparents' Co-parenting in China

Regarding the sample of this study, approximately 50% of mothers had short maternity leave (less than half year); thus, co-parenting with grandparents occurred in more than 60% of the families. The sample is thought to have good representativeness for parenting style in present Chinese families with young children in urban areas.

4.2 Changes in children's personality and social adaptation with age and grade

The comparison of temperament and adaptation by grades indicates that children's IR, APA and SA decreased, but PA increased with the increase of school ages. This result implies that as children psychologically mature and their social experience is increased in kindergarten with peers and other adults other than family members, their temperaments become milder with less intense reactions and more pro-social activities. Thus, we should consider and control the biological factors and the larger social environment factors, not only the family environment, when discussing the influence of family environment on children's personality.

4.3 The influence of grandparents' co-parenting on parent-child attachment

The results indicate that the children raised by only-parents showed significant lower APA than those raised by only-grandparents. This finding implies that when grandparents act as the primary or only caregivers of children, the inadequate contact with parents might cause children to develop an insecure attachment (i.e. APA) relationship to their parents. It provides evidence for Poehlmann's theory (2003) that grandparenting will disrupt the attachment relationship between children and their parents. Although there is no significant difference in the score of APA between the co-parenting group and the other two groups, a tendency could still be detected. The more grandparents participate in parenting, the higher children's APA will be. After controlling for the influence of children's school age and temperament, the tendency was confirmed to be significant by path analysis (Figure 1). Whether the negative influence of grandparenting on parent-child attachment will continue until the children grow up and whether the disrupted parent-child attachment relationship will influence children's later social development is not known. Further investigations for older children or follow up studies are necessary.

4.4 Parenting style and children's adaptation in attending kindergarten

No significant difference was found in SA between the children co-raised by grandparents and those raised only by parents. This finding implies that parenting style has no direct influence on children's adaptation in attending kindergarten, and it supports the hypothesis of this study that children co-raised by grandparents will attend kindergarten as well as those raised by parents. This study is consistent with the previous research that for those double-working families, grandparents' compensatory care-giving is helpful for children to develop a secure attachment so that they can adapt to kindergarten life earlier (Li, 2013). Main, Kaplan & Cassidy (1985) noted that children with secure attachment would adapt to a separation situation better.

Plehlmann (2003) argued that although children raised by grandparents because of parental problems are likely to have experienced disrupted attachments, there is the potential for resilience, especially within the context of nurturing and supportive extended family relationships. Most Chinese grandparents do their best to support their adult children to take care of their grandchildren, who might have experienced disrupted attachment or have never built good attachment with their parents. For these children, stable grandparents-grandchildren attachments are thought to provide a secure base for them to explore outside world.

4.5 Grandparenting and children's temperament

Although the only-parents-parenting families only occupied 12.6% in this sample, we found that children raised by only-parents showed higher pro-sociality than the other two groups (Table 4). The children raised by only-grandparents showed the lowest pro-sociality. Han, Wu & Gao (2014) also reported that the children raised by grandparents showed lower social development. Perhaps grandparents provide less social communication or outdoor activities for young children due to their physical weakness and decreasing social participation. However, no significant correlation was found between the pro-sociality and children's adaptation (SA or APA). So the relationship about the three factors (parenting style, pro-sociality, adaptation) was not examined further in the multiple variables model (Figure 2). Perhaps as discussed above, the pro-sociality might improve with children's age and their social experience in kindergarten, so the relationship between pro-sociality and adaptation was not significant when combining all the children from Grade 1 to Grade 3. Another explanation is that pro-sociality does not influence SA or APA at all. Although the items of pro-sociality could be used as reversal items of FS like in the original TTS, it is thought necessary to divide the factor of pro-sociality from FS, since it has different relationship with the other variables.

FS was found strongly related to SA and APA but not related to parenting style. Perhaps FS is a temperament factor based more on biology and less influenced by environment.

Regarding IR, for the children of Grade 1, the results of the path analysis (Figure 3) indicate that parenting style had a significant effect on children's IR, i.e., the more grandparents took part in parenting, the more intensive reaction children showed in frustrating situations or when they fail to do something. This result in part supports the hypothesis of this study that children (co-)raised by grandparents show a more negative disposition. Perhaps this is because grandparents are more likely to spoil children by always gratifying children's needs and desires unconditionally. It may make children more self-centered, and when their needs are not satisfied, the children may express more negative affection than others, especially at home (Li, 2013; Wang, 2007). Meanwhile, children's IR is found to be related to their reaction and behavior in the separation situation when attending kindergarten (SA). This implies that parenting style might affect SA indirectly via IR, although it did not relate to SA directly. However, the relationship between parenting style and temperament (IR) was not found for Grade 2 and Grade 3 children. One explanation for this finding is that family members may greatly influence children's personality before three years old, but with the increase of their maturity and social experience (with peers or

other adults other than family members) after entering kindergarten, the influence from family environment might weaken for children, as mentioned above.

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Compliance with Ethical Standards

The authors declare no conflict of interest associated with this manuscript.

The participants voluntarily participated in the surveys, and the informed consent was obtained by filling out the questionnaire.

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Vision of Death in Emily Dickinson's Selected Poems

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Abstract

Poetry is greatly influenced by the cultural background and personal experiences of the poets. Emily Dickson's poems exemplify this because she draws a lot of her motivation from her heritage of New England and her life experience which had harsh incidents such as loss of friends and relatives. She lives a life of seclusion, where she rarely has face-to-face encounter with her friends as she prefers communicating through letters. Her limited interaction with the society gives her adequate space to reflect and write about different aspects of life. Emily's poetry is also influenced by the doubts she holds about Christianity, especially in relation with survival of the soul after death. "Because I Could Not Stop for Death" and "I Heard a Fly Buzz- when I Died" are among her popular poems that indicate her religious doubt. She agrees with some of the Calvinist religious beliefs, but still has some doubts about the innate depravity of mankind and the concept of the afterlife.

Dickinson's spiritual background is indicated by her religious beliefs, which form the basis of her preoccupation with death. Although Dickinson is a religious person who believes in the inevitability of death and afterlife, she is a non-conformist as she is skeptical and curious about the nature of death. Transcendentalism is the other factor that contributes to Dickinson's preoccupation with death as indicated in her poems. Dickinson's preoccupation with death also results from her obsession, which is greatly contributed by the life experiences she has with death including loss of her family, mentors and close friends.

Keywords: Life, Seclusion, Calvinism, Christianity, Afterlife, Death, Emily Dickenson, Transcendentalism

1. Introduction

The theme of death has been explored in literature frequently. Each writer, however, views death from a different perspective based on his/her experience. Emily Dickinson (1830-1886) is one of the writers who highlight the theme of death due to her unique experience and lifestyle. She, for instance, prefers seclusion to communicating with people; therefore, her poetry is a result of a deep mediation of the concepts of life, death and the afterlife.

This study aims at analyzing Dickinson's poems "Because I Could Not Stop for Death" and "I Heard a Fly Buzz-when I Died" in the light of her perspective of death.

2. Discussion

2.1 Emily Dickinson's Vision of Death

One of the most captivating aspects about the literature of Emily Dickinson is her ability to present death in varying forms. She describes the different emotional responses that death has on human soul and mind and enables the readers to view death from a different perspective. The ambiguous meaning of death that Dickinson uses gives the audience a choice to have their own interpretations about death. Through the varying descriptions of death, the author explains the many types of death that individuals experience.

2.2 Life after Death

Death is presented as the beginning of eternal life in "I Heard a Fly Buzz when I Died" as the speaker explains the events that take place after her death. Her vision of death indicates the process of putrefaction that occurs when one dies (Yan, 2010). She explains that the room gets still when one dies, indicating that she is still

conscious about her surroundings. In the poem, the speaker communicates beyond the grave, indicating that there is life after death. In the first stanza, the speaker explains that she hears the buzz after she dies but is able to provide an account of the events that take place after that.

Dickinson's vision about death in the poem, "Because I Could Not Stop for Death," also views death as the end of the worldly life and the beginning of eternity (Faur, 2012). The poem describes death in a romanticized way, where its civility allows it to wait for the poet to finish her activities. Dickinson describes death in a personified way, and indicates how it is patient and respectful. The concept of afterlife is indicated by the description that the poet gives about how death watches her finish her activities. Her vision about death is that it waits for one to accomplish their purpose in life, when it takes them to afterlife. In the first stanza, death is said to appear accompanied by immortality, an indication of life after death. In the third stanza, the author describes the various stages that she goes through in life before the physical death. The speaker describes how they pass through the world of the living beings to eternity. The *passing of the school where children strove* is a description of the world of the living to a life that was timeless (Dickinson, 1933). The timelessness of eternal life is indicated by the fact that the speaker passes the setting sun instead of the setting sun passing by.

2.3 Separation of Body and Soul

Dickinson's view about death is also characterized by the perception that the body and soul exist differently. She introduces the idea of separation of body and soul in the poem, "I Heard a Fly Buzz- when I Died," by describing her ability to understand the events that take place after her body dies. In the first stanza, it is clear that the poet is dead as indicated by the phrase –*when I died*-, but she still manages to explain the events that take place after her death. She describes the events in her new form, where she sees even the relatives who passed ion before her, citing that their eyes look tearless probably due to the peace of mind they experience in death. Even if the poet is dead, she can feel breaths gathering as she awaits to have the last breath. She cites that;

> *For that last Onset- when the King*
> *Be Witnessed-in the Room-* (Dickinson, 1933)

The words above indicate that there is a part of her that is still not dead, the soul and it awaits the inevitable death. The word King used by the poet may be interpreted as God by the religious people, but Dickinson's work is not strongly influenced by religion. This implies that the word King refers to death, indicating that she is yet to die completely. However, based on Christianity religion, one may conclude that Jesus is the King. It is believed that when one dies, their souls separate from the body and they live in afterlife in a spiritual form. The actual death of the body and the soul occurs at the end of the story, where the poet describes her inability to see anything, implying the death of the soul.

2.4 Emily Dickinson's Obsession with Death

Dickinson's obsession with death is indicated by the way the theme of death preoccupies her poetry. She does not only discuss about death of other people, but also her own demise and afterlife experience.

2.5 Social Isolation

One of the factors that contributed to Dickinson's obsession with death was her isolation from the society. In a normal social setting, individuals interact with their friends but this was not the case with Dickinson as she lived alone most of her life. Among the factors that are attributed to her choice of being alone was depression, which was mainly brought about by the experienced she had in life. Since the mid -1860s, Dickinson preferred spending most of her time in the house and she would avoid communicating with people. She changed her method of communication from face-to-face method to writing letters, which again were sent to selected people. During the time that she was isolated from the other people, she developed a great interest in reading and writing. The other reason that could have influenced Dickinson's isolation from the community is her mother's failing health that forced her to spend most of her time at home. The quiet room that was next to her ailing mother's created a friendly environment for her to write. Additionally, she did not see the need to get out of the homestead as it offered her all the beauty she could get outside.

Her seclusion made her obsessed with death, which was considered as a mysterious aspect of life that nobody understood. Instead of fearing death like most of the members of the society, Dickinson chose to look at the positive side of it. Her obsession is indicated by the way that she personified death in her writings where she accords it human attributes such as patience and civility. In the poem "Because I Could Not Stop for Death," Dickinson cites that;

> *We slowly drove-He knew no Haste*
> *And I had put away*

> *May labor and my leisure too,*
> *For his civility-* (Dickinson, 1933)

She characterizes death as patient, and a being that follows her through all the stages in her life. Her obsession with death is indicated by the fact that she thinks of death as companion. She no longer thinks of death as frightening rather she considers it a familiar life companion. In her opinion, dying is a normal process that occurs in one's life. In the poem "I Heard a Fly Buzz- when I Died" death is likened to a fly that take away one's life. Dickinson's ability to view death in other imaginary forms is enhanced by her obsession.

2.6 Dickinson's Loss of Close Friends and Relatives

The obsession of the poet with death may also have been contributed by the death of her parents and close friends. Although she lived a life of seclusion, Dickinson maintained contact with close friends through letters hence implying that she had a social life. She was also very close to her immediate family as illustrated by her decision to stay at home and look after her mother. Sadly, she watched her close friends and relatives die of varying causes such as illnesses. Her obsession with death may have resulted from the need to know why people die and whether they exist anymore after death. She may have wondered whether it was possible to reunite with the dead in afterlife when one died. Her social seclusion may have made her long for the friends and wonder if their friendship would continue after death.

Dickinson lost mentors such as Edward Hitchcock, who she described as a persevering and hard working person. Evidently, she looked up to him, but his death rendered life meaningless. She also lost another mentor, Susan Huntington, who she described as the most knowledgeable person she knew. The loss of her father was another blow that made her interest in death more intense. She described her father as a man who had pure and terrible heart. She was certain that there would never be any other man like her father. She had learned to accommodate his autocratic ways and the two had a good relationship until he died. Dickinson could not understand the cause of her father's death as he is said to have collapsed while delivering a speech. The curiosity about death was further increased as she aimed at establishing the causes of death. Her mother's paralysis and demise further increased her obsession with death. Her brother Austin also died and this affected Dickinson's life greatly as she did not only lose a brother but a friend as well. The poet grew up with her sister Lavinia, but she watched her die as well. The death of her young nephew revealed that anyone could die, whether young or old. It may be the motivation behind the poem "Because I Could Not Stop for Death," where death is viewed as a lifetime companion (Faur, 2012). The obsession that Dickinson had about death was motivated by the need to understand its nature.

2.7 Religious Influence

Emily's obsession with death was partly influenced by the Christian teachings on life and death. Growing up in an era when religion was not very popular, Dickinson struggled between faith and doubt. Some of the religious concepts were inconsistent with the scientific ides developed. An example is the concept of human creation, where religion held that human beings were created by God, while the Darwinism theory explained that human beings existed through evolution, where the strong people outlived the weak ones. Although Dickinson was not a religious person, she was aware of the biblical teachings of life, death and eternity. In her young age, she attended religious services accompanied with her family where she was taught about the biblical teachings. Her obsession with death was brought about by the curiosity to determine whether the biblical perspective about life and death were true. In the poem "I Heard a Fly Buzz when I died." Dickinson indicates that;

> *And Breaths were gathering firm-*
> *For that last onset-When King –*
> *Be Witnessed in the Room* (Dickinson, 1933)

Based on her Christianity religious background, one may conclude that the King referred to in the poem was Jesus Christ. The bible indicates that human beings exist in eternal life as souls where Jesus takes the righteous souls to heaven.

2.8 Emily Dickinson's Attitude towards Death

The poet's preoccupation with death influences her perceptions towards life, death and afterlife. One of the attitudes that she holds about death is that it is not the end of life. Instead, she holds the belief that death is the beginning of new life in eternity. In the poem "I Heard a Fly Buzz when I Died," Dickinson describes a state of existence after her physical death. In the state, she can feel *breath gathering firm for the last onset*, implying that she is still conscious although in the spiritual form (Dickinson, 1933). Onset refers to the beginning of something, and in the current case it refers to the beginning of eternal life. According to the Christian teachings, death brings

about revelation and one continues to exist in a new form in heaven. In the poem "Because I Could not Stop for Death," the poet indicates that one exists even after death. In the second last stanza describes the grave as a *swelling of the ground*, indicating the death of the poet, but life continues even after the grave. Years or centuries after her burial, the poet still exists hence indicating that death is not the end of life. Dickinson's view about eternity may be motivated by religious teachings about life after death.

The other attitude that the Dickinson holds about death is that it is inevitable as one cannot escape it. In the poem "Because I Could Not Stop for Death," the speaker describes death as a life companion, who is with her throughout her life. She is overpowered by death as she indicates that they passed the setting sun instead of the sun passing them by. The speaker also indicates that death is inevitable by stating that it was patient enough to wait for her, even if she was busy carrying on with her daily routine. Death is described as a life companion that accompanies on everywhere they go, indicating that it is inevitable.

In the poem "I Heard a Fly Buzz when I Died" the speaker describes her inability to overcome death in her death bed. She explains her helplessness in the face of death where she indicates that the Fly interposed between her and the light, in this case life. The interposition of the Fly occurs at a time when she is giving her possessions away and she cannot stop it. In the second stanza, the speaker indicates her knowledge that she awaits death but she still waits for it. She expresses that the King would soon be experienced in the room, referring to death.

The other attitude that the speaker has about death is that it is cruel or cold. The loss of close friends and relatives is among the factors that influence Dickinson's perception of death as cruel. The loneliness and suffering she experiences because of their death greatly contribute to her judgment about death. The cruelty of death is expressed in the poem "Because I Could Not Stop for Death," the first line of the first stanza, which indicates that death takes away the speaker's life, even though she is still busy with her daily activities. It is clear that the speaker does not want to die but death waits for her and takes her life anyway. The speaker ironically describes death as kind, and applauds it for giving her enough time to complete her activities. In reality, the speaker finds death so cruel that it denies her the chance to live a full life and accomplish her goals. She describes how death drives her slowly to eternity, as it is accompanied by immortality -*The carriage held but just Ourselves, and immortality-* (Dickinson, 1933). The description of death as civil in the second stanza is also ironic and the speaker does not opt for it willingly. The speaker states that she puts away her labor and leisure in exchange for the civility of death. She does not literally mean that death is civil, but it is the only option left after she is unable to work or rest peacefully. In her opinion, death takes away one's peace of mind and they became restless.

The cruel nature of death is also indicated by the fact that they pass past the setting sun or the sun passes them. In a literal sense the passing of the sun may be the normal way it passes through the horizon, but the speaker uses the description to indicate the cruelty of death. The speaker shifts from the sunny days and enters a cold world, where she is uncomfortable. She indicates that

> *The Dews drew quivering and Chill –*
> *For only Gossamer, my Gown –*
> *My Tippet – only Tulle –* (Dickinson, 1933)

In the above lines, the speaker begins to realize the cruelty of death as it makes her feel uncomfortable. She experiences a cold feeling due to the thin material used to make the dress or the gown she wears. In the literal sense, one may assume that the cold experienced by the speaker is due to the Gossamer and Tippet that she wears, but it describes the cruelty of death. In literature, natural aspects such as cold, sunshine, sunset and seasons are used to describe different feelings by the author. In particular, cold represents sadness, loneliness and disillusionment. In the poem, the speaker uses physical cold to express the emotional or psychological pain that she experiences.

The cruelty of death is also evident in the poem "I Heard a Fly Buzz when I Died." The speaker uses a Fly symbolically to indicate the process of decay that the body undergoes when one dies. In the first stanza, the speaker indicates that she heard a fly even in her death, and goes on to explain the stillness in the room where she dies. In the third stanza, the speaker describes how death interposes between her and the life, preventing her from carrying on with the ritual of assigning her possessions. Death makes the speaker confused and she cannot comprehend anything –*I could not see to see.* Although the speaker does not cite any painful experience of the dying process, she describes death as horrible and gruesome. It is clear that the cruelty of death does not only affect the deceased, but also their friends and relatives. In the poem, the speaker indicates that the people watching her die have no more tears as they have cried enough. She states –*The eyes around-had wrung them dry* -, indicating that they cannot cry anymore (Dickinson, 1933). The phrase *wrung them dry* is indicates the pain

and suffering experienced by the bereaved.

2.9 Emily Dickinson's Preoccupation with Death

There is a great distinction between Dickinson's obsession and her preoccupation with death, as indicated in her poetry. Her obsession with death is irrational and cannot be explained, but her preoccupation describes her concern. Preoccupations are ideas that one cannot ignore, as in the case of Dickinson. As much as she may have wanted to stop thinking about death, she could not just wish the idea away. One may argue that Dickinson's obsession with death led to the preoccupation, where her primary focus entailed understanding death. The following are some of the factors that may have contributed to Dickinson's preoccupation with death;

2.9.1 Transcendentalism

This refers to the ability to think or conceptualize simple ideas beyond the reality, using intuition rather than senses. Individuals who embrace transcendentalism have high confidence in their beliefs, especially about what is right. Such individuals are not sensitive to the criticisms that people have about their lives as they mainly focus on what they believe to be right. Transcendentalism is one of the influences that had a significant impact on Dickinson's poetry, based on the fact that she was firm in her social and religious beliefs (Hughes, 2014). She expressed her beliefs in her poetry, without considering the opinions of her critics. In all her literature, it is clear that she was greatly interested in varying topics about life including immortality, death and faith. Her transcendentalism does not take the form of prophesy, but a search for the truth about life and death. Dickinson uses self-critique and self-analysis techniques to achieve her objectives (Doost & Jamili, 2014). The preoccupation that the Dickinson has about death and life in general leads to her conclusion that death is inevitable and thus should not be feared.

In the poem, "Because I could not stop for death", the speaker indicates that death is inevitable as it takes her life when she is not prepared. In the first stanza, death is presented as a suitor who appears in her life and, although she is busy with other activities, death still takes her life away. She is too busy for death but this does not stop death from occurring. The speaker's busy schedule indicates that she is not ready to die, which is the case with everyone in the society. Everyone wants to live a good life and never die, but this is an unrealistic expectation according to Dickinson. In the poem, she indicates that human beings have no control over death.

2.9.2 Spirituality

Dickinson's spirituality is also an important aspect that influences her preoccupation with death. Spirituality refers to the connection or the link that one develops with the power s beyond their comprehension. In Dickinson's life, her spirituality is presented by religious beliefs that she holds (Ambarwati, 2006). Having been brought up in a Christian family, she understands the process of dying, as well as the concept of life after death. The basis of her religious beliefs is Calvinism, a type of Christianity that believes that salvation of the soul is a given to the selected individuals in the society.

Dickinson's preoccupation with death was mainly influenced by her curiosity about survival of the soul after death. Based on the Calvinism philosophy, Dickinson learnt about the survival of the soul after death and she was curious to know how this was possible. Although she agreed with most of teachings by the Calvinism philosophy, she was opposed to the belief that human beings have innate depravity. Instead she supported Puritanism, which stated that the soul was immortal. Her poetry was characterized by faith in life after death but also doubt about the same. In the poem "I heard a Fly Buzz-when I died," the speaker shows her doubt on whether there is life after death (Ambarwati, 2006). In the first stanza, the speaker indicates that she hears a Fly buzz but she is already dead. She goes ahead to describe the activities that take place at her deathbed including the presence of mourners, who seem ready for her death. She indicates that *The Eyes around—had wrung them dry—*, indicating that the mourners already accept that she is dead (Morgan, 2010). It is clear that the speaker talks beyond her grave, indicating Dickinson's faith in life after death. However, her doubt about eternity is indicated in the third stanza where she states the reappearance of the Fly. Based on the nature of the insect, it is clear that the Fly symbolizes decomposition of the body. The speaker states that the Fly interposes between her and the light, when she was offering her possessions to the mourners. The Fly indicates that the speaker doubts eternity, as she believes that her body decomposes.

The influence of spirituality in Dickinson's preoccupation with death is also evident in the poem "Because I Could Not Stop for Death." To begin with, the speaker is in the form of a ghost as indicated by the fact that she is dead. In the first stanza, the speaker is alive but she later dies and leaves behind the living (Gallagher, 2007). Death carries her to the grave and she exists in the new form in eternity, indicating that Dickinson believes in life after death (Leiter, 2007). In Christian religious teachings, Jesus is regarded as the bridegroom who will only

marry the brides who will be pure, indicating the importance of leading a righteous life. In the poem, the speaker's description of her dress resembles the bride's indicating her spirituality (Ickstadt, 2001). Additionally, death is described as a suitor whose intention is to woo the bride. However, Dickinson's doubt about the survival of the soul is shown by the fact that she does not hold any conversation with her suitor, death. Further, the speaker complains about the cold she feels due to her light material clothing. This indicates that the concept of life after death may not be as described by the religious teachings.

2.10 The Experience of Dying in the Poem "I Heard a Fly Buzz when I Died"

Dickinson describes the experience of dying as a painless but a horrifying one. The clarity of the dying experience explained by the speaker is enhanced by the fact that she speaks from beyond the grave. The speaker explains her experience on the deathbed when she died (Friedrich, 1955). The poem begins with the mentioning of the Fly, whose buzz is the only sound that can be heard in the still room. The Fly symbolizes the beginning of the decaying process of the body immediately when a person dies. The speaker also describes the stillness of the room where she dies, indicating dying as a weird experienced characterized by tension. When one dies, they are not alone as they are surrounded by mourners. In the second stanza, the speaker indicates that she could see other people by her side, probably the close relatives she had. She states that *I willed my keepsakes –Signed away*-describing her willingness to have her material possessions divided among her relatives and friends, but death strikes before she completes the task (Bachinger, 1985). The process of dying also involves the revelation of God as indicated by the speaker. In the second stanza, the speaker explains that the breaths gathered by the mourners await her last moment when the King would be present in her deathbed. The belief by the American Protestants at that time was that Jesus came to take one's soul upon their death, thus symbolizing the King as Jesus (Ickstadt, 2001). The mourners thus wait for a revelation from Jesus that the speaker has died. However, instead of a King, the living being witnessed in the room is the Fly, which symbolizes decay, probably indicating that the speaker's weak belief that life is divine.

The experience of death is also characterized by a lot of uncertainty. The speaker seems unable to comprehend some actions that take place during her death, probably because it is her first dying experience. In the third stanza, the speaker explains her confusion and uncertainty of the part of her possessions to give away –*What portion of me be assignable*- (Bachinger, 1985). There is no guideline or manual about the process of death that one can refer to when they die, thus it is likely that one might be uncertain about their responses in the process.

2.11 Metaphor and Tone to Show the Process of Passing Away from the Standpoint of Eternity in the Poem "Because I could not stop for Death–"

Eternity is the standpoint that life continues even after the physical death, because of the immortality of the soul. In the poem "Because I Could Not Stop for Death," the poet uses metaphor and a calm tone to describe the process of death and entry into new eternal life (Dickinson & Howe, 2004). Metaphors are words that do not have a literal meaning in a text (Charteris-Black, 2016). Poets use tones effectively to describe their attitude towards the content of the poem. It is through the tone that the readers understand the exact meaning of the poem.

One of the tones used by the speaker is lightheartedness as indicated by the fact that she accepts death as it is. Although death is a sad event that causes emotional grief to the bereaved, Dickinson presents it as a normal and adventurous process. The speaker describes death as civil and patient, eliminating the negative aspects that it is associated with (Gerhardt, 2006). The other tone that describes death is solemn, as indicated by the seriousness of the subject of death. In the beginning, the speaker understands death as a simple and natural process and she does not give it the attention it deserves. In the first stanza, the speaker cites –*Because I Could Not Stop for Death-,* indicating that she is too busy with her daily activities to think about death (Dickinson & Howe, 2004). However, she later realizes the seriousness of death and is even willing to give up her leisure and labor for death's sake. The poem also indicates shock in its tone, as indicated by the fact that it occurs when the speaker is unprepared (Hamid, 2007). Death finds the speaker busy with her life.

In literature, metaphors are used to compare different aspects that have similar features to bring out the intended meaning of the text. In the first stanza, Dickinson uses carriage as a metaphor where she indicates that it is driven by death, accompanied by immortality (Green, 2012). In the literal meaning, the carriage refers to a vehicle or any means used to transport goods from one place to the other. The meaning of carriage in the sentence presents death as a human being who makes an effort to woo a suitor. The true meaning of carriage as used by the speaker is the journey of life that people undergo. The carriage takes the speaker away from life, as she indicates that they pass she leaves life behind- *We passed the school, where children strove*-, an indication that she passed on from the living to another world (Gilpin, 2014). The speaker cites that- description of the

carriage indicates that it is not average-*The carriage held just but Ourselves and immortality-*, indicating that it is an extraordinary carriage (Freeman, 2000). The nature of the carriage indicates that it represents a larger idea than just traveling. It presents the idea of death and the beginning of a new life since it is said to carry immortality with it.

The other metaphor used in the poem is the *house*, which indicates the grave. The speaker indicates that the carriage stops at a house that looked like a swelling on the ground (Hamid, 2007). The house is described as having a scarcely visible roof, indicating that the speaker could clearly see the house. In the literal meaning, a house is used as a resting place, which can be permanent or temporal. In the poem, the speaker occupies the house temporality as she awaits the next stage of life. The house or the grave is just a temporary place where the speaker rests before continuing with the journey to eternity. It symbolizes the change in the living form; from life to eternity.

The character of death is also used as an extended metaphor to present the journey towards eternity. Death is described as having human attributes such as the ability to drive and to show kindness. The speaker explains that death offers to give her a ride in the carriage, which indicates the transition from death to eternal life (Nasaru, Katili, & Podungge, 2013). Together with death and immortality, the speaker passes school children which indicate her transition from life to death. The stop that the carriage occupants make at the grave indicates the beginning of a new life of eternity.

3. Conclusion

The rich language and symbolism used by Dickinson make both poems interesting and highly informative. This language also enhances the ability of the audience to understand her vision of death. In the poem, "Because I Could Not Stop for Death," Dickinson succeeds in transforming the negative image that presents death. The calm tone used in the poem makes the audience think about death as a normal and less horrifying experience as one would imagine. Additionally, the personification of death as a suitor eliminates the horror that it is associated with. The speaker even states that she gives in her leisure to enjoy the civility shown by death. Dickinson uses metaphors to illustrate death; making the audience change the perception they hold about it as strange, and view it as a normal occurrence.

In the poem, "I Heard a Fly Buzz-When I Died," Dickinson describes the process of dying and effectively shows her attitude towards death and immortality. The poem presents death as a painless but horrifying process where one's body starts to decompose. The poem also indicates her religious doubt and forces the audience to think critically about death and afterlife. The transcendentalist views used by the poet in presenting her vision about death challenge the audience to think deeply about life not just about death.

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The Challenges and Prospects for Regional and Economic Integration in West Africa

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Abstract

The age-long practice of the individual survival of nations have long given way to the emergent concept of integration and cooperation among states as an option to meeting the collective development needs of the cooperating states. Practice has shown over time that when states take comparative advantage of each other's strength and weaknesses, it opens the space and engenders the potentials for specialization, development of the economies of scale and indeed reduces the cost of production. Consequently, it enhances the purchasing power of the citizenry. In recent times, there have been significant increases in the efforts of developing countries especially in Sub-Saharan Africa to achieve regional economic integration. The advent of the African Union (AU) and the New Partnership for Africa's Development (NEPAD) have given new impetus to the global African and regional integration processes and has focused particular attention on the need to take decisive action to tackle the continent's numerous problems through the instrument of the economic integration strategy. This paper appreciates the evolution of regional integration and analyses the rationale for economic integration in West Africa. It evaluates the challenges and prospects of integration in West Africa.

1. Introduction

Regional integration as a strategy of the collective economic survival of nations around the world has gained prominence in recent times. It has given nations the options of cooperation and competition. It has provided for participating states the options of promoting the best areas of specialization whilst at the same time ceding to other participating nations products considered to be within the purview of the strength of those other states. The most attractive factor of integration is chronicled on the general principle of the creation of a common market where goods, services and capital are guaranteed freedom of movement unhindered within the integrated area. This guarantee includes the right of residence and establishment. In the sub Saharan African regions, we have seen the revitalization or the expansion of existing regional economic arrangements and the formation of new groupings. The foregoing initiatives have interestingly coincided with the current developments in the Western and industrialized world who have since taken up the instrument of economic integration as a vehicle to political and socio-economic prosperity. Regional economic integration is increasingly recognized as the viable space within which small and developing economies can better organize themselves to survive economically and politically in a highly competitive world.

The Economic integration strategy in West Africa is fashioned along the lines of the European Union. The Treaty of ECOWAS reveals a compendium so similar the E U Treaty in so many respects. Since we are living in a global village with closely knit ties and economic engagements across different borders, it follows therefore that the factors that affect the integration process in the European Union has great potentials of spilling over to the other economies and more particularly West Africa, with its nascent and undeveloped integration experiment. This article shall seek to evaluate and elicit those factors that have challenged the development of the ECOWAS experiment in attaining the desired goals of economic integration and further espouse the potential gains of moving on with the strategy as an antidote to the current unacceptable and intolerable economic conditions in the sub region. The paper shall further interrogate by way of comparative evaluation the impact of the current crisis in the EU showing whether or not the west African experiment can be insulated from the vagaries of this crisis, since the later was fashioned along the lines of the former and bring to the fore what lessons that are to be learnt therefrom.

2. General Overview

It must be noted that the West African Sub-region Currently operates two currency regimes with the Francophone Countries of Benin, Burkina Faso, Cote D'lvoire, Guinea Bissau, Mali, Niger, Togo and Senegal already formed into the common currency of the CFA Franc under the control of the West African Economic and Monetary Union (WAEMU) Central Bank (Saleh Nsouli, 2000) On the other hand are the countries of Gambia, Ghana, Guinea, Nigeria and Sierra Leone, which operate their individual national currencies. In the year 2000, these Anglophone countries, in response to the CFA Franc formed a second monetary zone (WAMZ) with a view to harmonizing their monetary and economic policies towards forming a common monetary union and currency to be called the Eco (Nnanna Joseph, 2000). It is expected that it would then be easier for the two currencies of Eco and the CFA Franc to merge in the long run into a single West African ECOWAS currency. This second set of countries desire to converge under what is referred to as the second West Africa Monetary Zone (WAMZ) with the sole objective of establishing a common union to be characterized by a common Central Bank and a unified currency to be called the Eco in replacement of the current 5 existing national currencies.

Furthermore, as a foundation to the creation of a new Central Bank for the WAMZ which would be charged with the duties of currency and fiscal measures among the 5 countries in the second monetary zone, the West African Monetary Institute (WAMI) was formed as a precursor to the Common West African Central Bank (WACB) which has all the transition and implementation mandates as outlined. Due mainly to the inability of member countries to attain most of the convergence criteria, despite the earlier postponements, the second monetary zone which was scheduled to have taken off on the 1st day of December, 2009 was shifted to the 1st day of January 2015[1], and now 2020.[2] The new date became necessary as an antidote to the activation and acceleration of all actions geared towards the realization of the emergence of the Eco to pave way ultimately for the West African common currency. Following the disturbing inability to meet with these datelines and the current struggles by the Countries of the WAMZ to meet with the criteria, Dr. Maiyaki opined that:

> *For WAMI to propel its role in the economic integration process being a convergence precondition itself, WAMI must undertake a self introspection, reviewing its capacity and organs, with a view to eliciting its area of weakness and making out to strengthen same considering that the new date for the takeoff of the Eco currency (2015) is just but around the corner.[3]*

With the several regional integration in Europe, efforts have effectively promoted intergovernmental cooperation and whittle down the possibility of regional conflicts over the years. Other initiatives have also taken out barriers to free trade in the European regions, and boost the free movement of people, labor, goods, and capital across national borders.[4] However, the sovereign-debt crisis, which began in 2009 following the financial crisis of 2008, has made countries in the eurozone, take austerity measures to stave off complete financial collapse, but the crisis is by no means over (Mount, 2012). Global economic, in the past couple of years of upheaval have sore tested the EU's Economic and Monetary Union (EMU) and its crowning achievement, the euro. The Eurozone crisis reveals the challenges of the EU's sui generis political status is no longer a mere collection of nation-states, yet not a fully fledged federal entity. (McNamara, 2010). Then, what is the expected future of European integration? What does the unfolding Eurozone crisis mean for the larger geopolitical position of the European Union in the light of the recent vote to exit Britain from the union? Nevertheless, it is possible to sketch out some significant milestones and signposts that will determine the path of Europe's future.

The critical question is whether the leaders and citizens of Europe are willing to upgrade their political institutions and equip them with the mechanisms to ease such political, financial and economic crises in the future. The way these issues are resolved or otherwise will fundamentally shape the broader political future of European integration[5] and its consequent impact on the West African experiment which is to a large extent its replica.

3. Historical Evolution of Regional Integration

The evolution of modern regional integration could be traced to Adolf Hitler of Germany who was the main catalyst of the European Community, although none of its leaders would readily admit him as a founding father.

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[1] West African Monetary Zone. www.wami.imao.org 23/08/2009.

[2] West Africa: 'ECOWAS single Currency Operational by 2020'. Cameroon-Tribune.cm 01/04/2016

[3] Maiyaki T.B: A handbook on the ECOWAS Treaty and Financial Institutions. 2012. Author house Publishers. Pg. 106

6. en.wikipedia.org/wiki/European integration. See also Ben Rosamond, *Theories of European Integration*, Palgrave 7. Macmillan, 2000, p. 21-22.

[5.] Ibid

Like Charlemange and Napoleon before him, Hitler brought together, by the sword, virtually the entire land area of the original EEC, destroying in the process the self-confidence of the nation states from which it sprang.[6] These were recreated in 1945, but no longer saw themselves as autonomous actors on the world stage. The governments of the three smallest states; the Netherlands, Belgium and Luxemburg, decided in 1944, before the liberation of their territories had been completed, that their economic futures were inextricably intertwined.[7] The Benelux Union came into force on January 1st, 1948 as a customs union, with the intention of progressing to a full economic union at a later stage.[8]

The United States and the Soviet Union each gave the nations of Western Europe a strong shove in the direction of unity, one with apparently benign, the other with malign intentions. The Organization for European Economic Cooperation (OEEC) was set up in 1947 in order to divide up among the member states the flow of the US aid under the Marshall Plan.[9] The aid program was completed over three years, but the OEEC continued as a forum for promoting economic cooperation and free trade among Western European countries.

It is a truism to say, if the United States, partly no doubt through self-interest, had contributed hope, the Soviet Union on the other hand, contributed fear. Its brutal suppression of the countries of Eastern Europe, culminating in the communist takeover of Czechoslovakia in February 1948, forced several West European countries to come together for self preservation.[10] As early as March 17, 1948 the treaty of Brussels was signed, providing for a 50 years agreement between the United Kingdom, France, Belgium, the Netherlands and Luxemburg known as the Western European Union. This provided for collaboration in economic, socio-cultural matters and collective self-defense. In practice the Western European Union became largely superseded by the creation of NATO in 1949, although it remained in existence and its five members were joined by West Germany and Italy in 1954.[11]

After the Second World War, European Coal and Steel Community (ECSC) was formally established by the treaty of Paris, signed in April 1951 and was placed under a single high authority which was to supervise its development. By 1952 the six governments of France, West Germany, Italy, Belgium, the Netherlands and Luxemburg signed a treaty in May, providing for the creation of a European Defence Community (EDC). Considering the low level of acceptance and progress achieved by these preceding organizations, and in view of the believe that the path towards European Unity lay through Economic rather than military cooperation, the treaty of Rome was signed in 1957 establishing the European Economic Community (EEC).[12] This was to transmit into the European community (EC) as an amalgamation of the EDC and ECSC.

In recent years, regional integration has become the focus of intense global interest and debate. Regional integration has been a recognizable feature of international trade relations in the post-war period, though its salience has waxed and waned. Two waves of regionalism can be identified and a third may be underway. The first started with the establishment in 1957 of the forerunner to the European Union and, in the developing world, the adoption in Latin America and Africa of import-substitution regional integration schemes as the means to effect inward-looking growth. Most of the developing-country schemes initiated at this time eventually became moribund or collapsed, while the growing momentum of multilateral liberalization in the 1970s and 1980s contributed to the decline in the importance attached to regionalism.

A second wave of regional integration started during the second half of the 1980s. The origin of the 'new regionalism' has been attributed to the drawn out nature and slow progress of the General Agreement on Tariffs and Trade (GATT) Uruguay Round negotiations, to the apparent success and fears aroused by the European Union's (EU) initiative aimed at establishing a Single European Market, the conversion of the United States to regionalism with its negotiation of the North American Free Trade Agreement (NAFTA) and its Enterprise for the Americas initiative that has led to proposals for a Free Trade Area of the Americas (FTAA).[13]

In the wake of political change (the Central American Common Market and the Andean Pact) Latin America, new life was breathed into some old integration arrangements, sometimes. In Asia, ASEAN initiated plans for an ASEAN Free Trade Area (AFTA), the South Asian Association for Regional Cooperation agreed in 1997 to

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[6] Leonard D. Op.cit

[7] Ibid.

[8] Ibid

[9] Ibid.

[10] Ibid.

[11] Ibid.

[12] Ibid.

[13] Goldstein, op. cit. p. 456

transform itself into the South Asian Free Trade Area while the Asia Pacific Economic Cooperation (APEC) also committed to trade liberalization objectives on a non-preferential basis.[14] In Africa, initiatives have included the revitalization of existing regional groupings, the creation of new groupings and the notification of ambitious targets at the 36th OAU Summit in Lomé, Togo in July 2000 to propel the formation of an African economic and political union. (Mkwezalamba Maxwell & Chinyama Emmanuel, 2007)

Some observers believe that a third wave of integration is currently underway (Peter, 2002). While there were 125 Regional Trade Agreement (RTAs) notified during the GATT years, a further 125 new RTAs have been notified since the establishment of the World Trade Organization (WTO) on 1 January 1995 up to April 2002.[15] This represents an average of 15 notifications every year to the WTO, compared with an annual average of less than three during the four and a half decades of the GATT.[16] On average, each WTO Member is involved in five RTAs, though some are parties to ten or more. According to a recent WTO study, most developing countries now participate in RTAs. Of the 243 RTAs estimated to be in force in April 2002, between 30-40 per cent are agreements concluded between developing countries.[17]

4. Rationale for West African Economic Integration

The ultimate goal of any economic integration arrangement is the formation of a unified economic space among the participating countries. Monetary and economic integration may evolve from trade links, as well as, historical and cultural ties. The process entails the harmonization of macroeconomic policies, legal frameworks and institutional architectures, towards nominal and real convergence.

From the post-independence era, the necessity for West African integration has been imperative and central to the political and economic vision of the sub regional leadership. The fragmentation of the continent into small nation states with scant economic coherence drove the leadership of the sub region to consider economic integration as a central element of their development strategy. The forces and challenges of globalization have brought this imperative ever more sharply into focus as nations including the prosperous ones are constantly engaged in constant and fierce competition for the world's scarce resources with the consequence that the weaker nations of the world continue to confront un warranted relegation and dereliction. It is interesting that even the so-called advanced countries rely on the strategy of integration to bolster their positions in this competition.

5. The Challenges of Economic Integration in West Africa

There are marked differences in development between the Fifteen ECOWAS countries. There are also three different groups with regard to the implementation and time–scale for lifting custom barriers. The first group comprises the richest and most industrialized countries, e.g., Nigeria, Ivory Coast, Ghana and Senegal. The second group comprises the other eleven countries. However, an intermediate group has been identified comprising Guinea–Conakry, Sierra Leone, Liberia, Togo and Benin.

According to the Revised ECOWAS treaty, "the aim of the community is to promote co-operation and development in all fields of economic activity, the purpose of which is to increase the standard of living of its people, to enhance and maintain economic stability, to strengthen relations between its members and to contribute to progress and development on the African continent."[18] However, the treaty does not impose monetary union on the member states, but rather it provides for harmonization of monetary policy, which is needed to ensure that the community functions smoothly. A West African Clearing House (WACH) was set up in 1975 which was transformed into abroad based autonomous specialized agency of the ECOWAS called the West African Monetary Agency (WAMA) in 1996 by the central banks of the ECOWAS States to achieve this purpose. Likewise a cooperation, compensation and development fund was provided for, with the aim of providing an even distribution of the costs and advantages of integration between the different member states of the community.

Nevertheless, many reports and studies on ECOWAS confirm the inefficiency of this organization. Therefore, "with no political resources and only limited financial resources, the wish to tackle everything only means that

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[14] Ibid

[15] WTO 2002. Regional Trade Integration under Transformation, Paper presented to the Seminar on Regionalism and the WTO, 26 April 2002.

[16] The WTO figures only include notified agreements, and there are many other non-notified, or not yet notified, agreements in existence. Also, non-reciprocal preferential agreements covered by waivers are not included in these numbers.

[17] WTO 2002 Op Cit p.24

[18] Art.2. of Revised ECOWAS Treaty Op. cit

nothing is done."[19]For its part, the African Development Bank (AFDB) states in its report on the problems of integration in Africa, that the "implementation of a system of cooperation and the achievements of ECOWAS have been relatively insubstantial. Trade within the community has not been stimulated; it has even shown a tendency to decrease"[20]

The obstacles to greater progress in regional integration within ECOWAS are evident. Difficulties of an economic nature, such as obstacles to intensifying trade and monetary problems; and those of a political nature, showing the weakness and even the lack of political will of member states. In spite of the fact that there are over twenty multilateral cooperation schemes and sub-groupings in West Africa (excluding various bilateral arrangements between West African States), and the obvious advantages derivable from economic cooperation among member States, the problems, challenges and impediments to the realization of the ECOWAS objectives continue to come to limelight. Among these challenges are:

• The lack of adequate infrastructure by way of roads, energy, power, rail, telecommunications and other links for the facilitation of the free movement of goods, capital, services and persons, including the right of residence poses a major challenge to the consummation of the integration dream in the West African sub region. This situation is mainly due to the incidences of weak productive and industrial sectors in most of the member states, arising largely from poor and decaying infrastructural conditions. Economic integration is an aggregate of the desire of nation-states to garner their resources together for the purposes of gaining comparative advantages within the region. However, the greater challenge here is that of a region so bereft of infrastructure as a pre requisite for the establishment of a relationship with another country.

• There is no gainsaying that the lack of a defined role for financial institutions in the legal framework in the West African integration scheme has remained at the heart of the reasons why the so much and so long awaited integration of the states of west Africa still remains a mirage. An evaluation of the treaty reveals a clear dearth of the provisions necessary to define and accord the respective financial institutions specific roles and parameters enough to accord them the formal intervention edge needed to facilitate the indispensable provision of funds and policy to finance and control the ambits of the integration scheme to its desired destination. This development has been largely responsible for the complacency that has been exhibited by the financial institutions in dealing with the issues of integration. As it stands today, the financial institutions take indiscriminate and unharmonized approaches in dealing with the issues of integration.

Coextensive to the foregoing is the challenge faced by the financial institutions in the non-implementation of a system of cooperation among ECOWAS member countries. One of such system of cooperation is in the area of a common customs and monetary union, which will enable the sub-region to widen its market area and also help in boosting a strong common currency. This has not been achieved and up to date, each member country of the sub-region still uses its own customs tariff as it is evident at the borders. Thus, trade within the community has not been stimulated[21], and the way it goes, it has even shown a tendency to decrease. As trade decreases, so does the potential of the financial institutions to find fertile cooperative grounds of engagement.

It is further observed that in the realization of their mandate in the economic integration of West Africa, financial institutions are constrained by the non-realization of a common Central Bank for ECOWAS. It is a known fact that the countries of Europe were able to achieve a common currency with ease because of the crucial and pivotal role played by the European Central Bank (ECB) in the areas of monetary and economic policy coordination. The WAEMU countries were also able to achieve their current tempo of macroeconomic stability because of the sustained intermediation role played by the common Central Bank of West Africa States (BCEAO), which was established by the francophone countries of the sub-region. But under ECOWAS experiment, the establishment of the ECOWAS Central Bank still exists in form not in reality; the mechanisms needed to achieve this are weak and the governments are not pro-active in this regard.

• The absence of a common language among the states of the West African sub-region constitutes a linguistic complexity and engenders a multiplicity of institutions, some of which are exclusive to the language group. Although not exclusive, it would have been desirable to have a common language platform within the region to ease the communication and advocacy barrier. Language in West Africa also has had the unfortunate potential to divide the people who see each other as different and immutable. The Economic Integration project prospects to bring different people together as one with a view to taking comparative advantage of each other's relative strength

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[19] Tuho C.V Op. cit

[20] Ibid

[21] West Africa and the Future of Relations between the ACP countries and the EU. @ www.euforic.org/fes/3gb-tuh.htm, Web 20/04/2004

and weaknesses. Clearly the attitude of the people of this region to the linguistic differences has rather been counter productive. Of even greater concern is the sharp divide along the colonial languages of English and French. The influences of these two languages and the associated colonial masters have been that of competition as opposed to cooperation towards the attainment of economic emancipation of the sub region.

• Bad governance and Political instability have plagued many of the ECOWAS countries and also the insufficient political will exhibited by the leadership of some member states. After over 40 years, the integration project is still at infancy. No country in the sub region has shown leadership and each continues to view the other with suspicion. Considering that integration involves the cession of a measure of sovereignty, there's no gainsaying that the clear and unfettered commitment of member states beyond lip service and signing treaties or protocols is a sine qua non for the emergence of a true integration experiment in the sub region. The sit-tight approach of our leaders towards sovereignty is deplorable and their continued refusal to 'give a bit to gain so much' is also despicable. It is desirable that nations of the sub region develop a new genre toward this untapped strategy and it is even more incumbent upon the bigger nations in the sub region like Nigeria to step forward and provide leadership, otherwise the entire project would remain a mirage.

• The persistence of colonial ties, diverse and distinct administrative systems, including the persistence of both local and foreign interests in the preservation of the status quo has remained a major inhibition towards attainment of the West African Economic Integration dream. The interference in the socio political lives of the West African countries by the former colonial metro poles in pursuing and sustaining the preservation of Africa's dependence on European practices and accoutrements of international relations pose a major challenge. Any attempt at sub-regional grouping tends to elicit some reaction from former colonial governments who would offer inducements and/or threats to prevent would-be members from adhering to agreements. To this effect, each actor perceives the threat or inducements as more beneficial than the cost or benefit of adhering to regional agreements.[22]

• The existence of different tariff arrangements with differing rates of customs duties and the over-dependence on revenue from import duties by many West African countries presents yet a major challenge to the integration arrangement. This is evident in the fact that tariffs representing one of the major ambits of integration are yet very discriminatory and therefore inspiring no confidence amongst the member states.

• The existence of different currencies (some of which are not easily convertible), present yet another challenge in the integration strategy. It is true that the concept of monetary integration grows faster and provides an expedient implementation platform where the integrating countries agree to converge into the same currency, as that would pave the way for the facilitation of convertibility, unrestricted movement of people, goods and services and indeed the payment of customs duties. Thus the continued use of respective currencies by the member states creates the problems of payments arrangements and convertibility with consequent difficulties for inter-state commercial transactions. This stunted situation no doubt elongates the destination of economic integration in West Africa.

• Another major challenge is the incessant conflicts, wars and unbridled violence, which has weakened the sub-region's capacity for survival. The Sierra Leone Civil War, the Liberian conflict, the unconstitutional takeover in Niger Republic and very recently the potential election crisis looming in the Gambia are cases in point. The preponderance of such bitter conflicts in West Africa has ensured that famine, drought, destruction, refugee problems, diseases, etc, are common features of the socioeconomic landscape. The conflict situation in Africa exacerbated poverty across the continent and made it difficult to accelerate sustainable economic growth and development and destroyed physical infrastructure and human capital. Furthermore, conflicts in the sub-region have diminished the capacity of the state, the region and the continent to focus on integration and development, and adversely affected the prospects for achieving the MDGs (Eleazu, 1978). Thus the humongous untapped capital that was supposed to be used for integration purposes is in the long run channeled to reconstruction in these war-torn and drought ravaged countries. This makes it difficult for states to concentrate and integrate.

• The unexpressed fear of domination by the so-called bigger countries is another major challenge to the realization of the integration dream; Nigeria overshadows every other country in terms of population, gross domestic product, industrialization and natural resource endowment in the region. The argument is that Nigeria would potentially be the most dominant country in the market and will benefit more in the integration strategy than any other country in the sub-region. The French tends to provoke this fear of domination as they strive to maintain their sphere of influence in the sub-region.[23]

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[22] Vuho C.V Op. cit

[23] Vuho C.V Op. cit

- The inability of ECOWAS to provide an organized adequate market for the greater part of the commodities produced within the sub-region has also posed a major challenge given the fact that member countries do not support or patronize one another to boost trade in goods and services as most of the goods that are produced by member countries are still imported from outside the sub-region. This has facilitated the dependence of member countries on the outside markets.

- Another challenge is the attitudinal, ideological and psychological makeup of the leaders of the Member States of ECOWAS towards national sovereignty. Most states being newly independent, held a strong determination to demonstrate and maintain their national sovereignty and integrity vis-à-vis other African States. This tenacious hold on sovereignty led to the adoption of national currencies, national central banks, national airways, national shipping lines, national stock exchanges, etc. In as much as these were thought to be the outward manifestations of nationhood and sovereignty, they became symbols of attachment, eliciting loyalties that could not transcend the national borders.[24]

- The situation of debt in Africa is also a major concern to African leaders. The impact of the debt crisis and the externally imposed Structural Adjustment Programs (SAP) on Africa mars the capacity for economic integration. As a result of the debt problem, underdevelopment seems to have assumed a frightening proportion on the region (Fawole, 1992). Outstanding total debt stock at the end of 2004 was estimated at $330 billion in nominal terms and African countries continue to pay over $30 million a day on loans contracted over the last 30 years.[25] Thus, African countries are spending their scarce resources on servicing debts instead of allocating them to growth and the social sectors. The reality now is that even if domestic macro-economic mismanagement and political instabilities alone do not obstruct the realization of economic integration, it is expected that the daunting problems of external debt and the attendant IMF-imposed SAP packages will be enough to wreak incalculable havoc on the already prostrate economies of West Africa, thereby preventing the achievement of both regional and economic development in Africa.

- Another challenge is that often times, member countries fail to involve the civil society, the private sector and mass movements in the process of integration and this propels the defective nature of the integration machinery. No proper enlightenment is given to the citizens of the community as regards the goals of the community, and no form of encouragement is offered from the governments of states to the civil society and private sector of the community for a proper understanding and better collaboration between them in order to ensure that the objectives of the community are met.

Thus as examined above, the limitations to West Africa development are basically due to cultural, economic and social–political problems, and this has been the major difficulty posed in the realization of regional cooperation and integration.

6. The Prospects and Strategic Visions for Integration in West Africa

It is observed that the current instability in Africa's political, economic decline, and social discontent reflect a leadership crisis on the continent. If this is true of individual countries, it is equally valid for the regional integration process. The emergence of stronger leadership could supply the vision and necessary direction and demonstrate the sacrifice and commitments that are essential in any cooperative endeavor. However, not all countries are given the same appreciation of the need for cooperation. It would appear that some have to be coaxed, persuaded and pulled along by others.

The advantages to be derived from West African economic cooperation are so obvious and the role that economic cooperation could play in the development of each African country is so fundamental that one is at a loss as to why a solution to the problems has not been the main concern of member states of ECOWAS. Indeed, advocates of closer economic integration in the sub-region have ably demonstrated that the "critical factors on which the arguments and conclusion against ECOWAS are based on some of the very factors which the West African countries are desirous of changing through economic integration."[26]

West Africa has been fortunate in having certain leaders and countries that are strongly committed to the ideal of regional integration. Some member states have always been more assiduous in meeting their financial obligations to the community than others and the committed ones have taken the lead in initiating important regional cooperation projects and programs. Some community arrangements have required special sacrifices from certain member states (regarding formulas for determining financial contributions, trade liberalization

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[24] Eleazu, U.O. Op. cit

[25] Mkwezalamba and Chinyama, Op.Cit p. 5

[26] Adeniyi, E.O. Op.cit, p.613

schedules, or compensation formulas for the loss of tariff revenue), and the acceptance of these arrangements is a clear manifestation of solidarity and community spirit.[27] Some commentators have argued that West Africa's low economic development and the indifference of some governments to regional integration under ECOWAS make it necessary for West Africa to adopt a loose form of regional cooperation conducted on a pragmatic and ad hoc basis. The successes of the Southern African Development community (SADC) and the Association of South East Asian Nations (ASEAN), and the loose arrangement with the Latin American Economic System (SELA) have been cited to support this argument.[28]

An analysis of the West African experience of integration within the context of ECOWAS shows an abysmal record with regard to the poor execution of the community programs. The provisions of the revised treaty instituting the principle of supra-nationality are not being applied. Several protocols are contravened, particularly those pertaining to the free movement of goods and persons. The situation shows all too clearly that a sense of belonging to a plural-national community is critically lacking.

The extent to which ECOWAS programs succeed and the materialization of the political commitment of member states will depend on how effective the Executive Secretariat proves to be at promoting the development of West Africa. This basic principle brings to the fore the need for coherent community programs and policies that are realistic, pragmatic and capable of furthering the cause of regional integration. To that end, it will be necessary to formulate programs that emphasize the benefits of collective action. The Executive Secretary will need to pinpoint priority areas of intervention within which actions will be undertaken in tandem with efforts being made by individual states.

If on the whole, the results of the integration efforts made in West Africa by ECOWAS have, as already indicated, been clearly below expectations, there are, to some extent, promising signs which indicate better prospects for the future of ECOWAS. Some of these signs are the "recent events in the political and economic scene of West Africa, which have gradually helped to remove the principal obstacles to integration."[29] Among these are:

- The advent of democracy in most ECOWAS countries, particularly in Nigeria, which is the dominant economy in West Africa;

- The gradual withdrawal of the state from the sectors of productive activity, and the realization that the private sector must be the mainstay of growth and economic integration;

- The adoption of a strategy for accelerating the ECOWAS process of integration in order to create a single regional market based on trade liberalization, to establish a common external tariff and harmonized economic and financial policies.

- The harmonization of the programs of ECOWAS and WAEMU in connection with the acceleration of the process of integration in West Africa;

- The restructuring of the Executive Secretariat and the ECOWAS Fund with the frame–work of the improvement of their operational procedures.[30]

- With the adoption of the African Economic Commission (AEC) treaty and the revision of the ECOWAS treaty, West Africa seems to possess the institutional framework necessary to move forward on regional integration, the future course and success of that process cannot be taken for granted.

- Monetary integration is also needed in order to harmonize monetary policies, improve macro-economic management, and eventually replace the weak inconvertible domestic currencies of the region with a single regional currency.[31]

- Regional integration should also embrace cooperation in the social, cultural defense, and political fields, because the absence of stable and compatible policies in these areas militates against the success of regional integration in other respects. Developments in the EU amply demonstrate the need for serious consideration of these other dimensions of regional integration.

7. Conclusion

As part of the ECOWAS strategy, the States through the treaty have the hydra-headed, multidimensional strategy

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[27] Bundu Abbas. "Strategic Vision and Prospects: ECOWAS and the Future of Regional Integration in Africa" @ http//www.idrc.ca/lacro/ev. 23/06/2005
[28] Ibid
[29] "Discover ECOWAS" @ http//www.ecowasachiv.htm. 23/08/2010
[30] Ibid
[31] Bundu, A. op.cit

of integration set down by the Economic Community of West African States in areas of potential cooperation between themselves. This strategy when pursued to the later would ultimately serve as the fulcrum of their activities for success. These areas appear to have covered predominantly the totality of the most strategic national human endeavor desirable under any economic integration agenda, thereby setting a development index or barometer for the West African sub-region. Undoubtedly, the successes that will be recorded in these areas would sign post the attainment of the set development objectives of the West African sub-region.

However, in the wake of the global economic meltdown of 2008, the EU has been struggling with a slow-moving but unshakable crisis that has underscored the flaws behind their common currency, the euro. Today, the European debt crisis is an ongoing financial crisis that has made it difficult for some countries in the eurozone to refinance their government's debt without the assistance of third parties. Notwithstanding the austerity measures taken to stave off complete financial collapse in the eurozone, the crisis is by no means over.

Clearly, there is no gainsaying that with the fierce competition among nations to optimize their market advantages above others with the strategy of integration leaves the nations of West Africa with little or no option but to cue in. These nations must embrace this option wholeheartedly and with unbridled commitment, especially in view of the fact that even the successful nations of the world which would have otherwise been complacent, are embracing the strategy to sharpen their advantages over and above their competitors. For Africa, and particularly West Africa to catch up with this race, it would appear that their option to economic integration of the region is almost non-existent. It is even more worrisome considering the fact that the other international integration experiments are not only relying on their internal markets created through integration, but are also taking comparative advantage of the large and abundant markets that abound in West Africa to the detriment of the nations of West Africa. This debilitating and unacceptable status quo has technically destroyed the production and manufacturing base and potentials of the region, which in the long run has converted it to a consumption economy, dependent on the inflows from the markets that are already engulfed in the fierce competitions that have been engendered by the vehicle of integration from elsewhere.

It follows logically therefore that the ground is fertile and the prospects are unlimited for the urgent change of approach and attitude by the people, governments and countries of West Africa in adoption the strategy of economic integration as the panacea to the myriad of development and socio-economic challenges that have long bedeviled the region. ECOWAS and its institutions must be strongly positioned, funded and empowered to drive this process on a fast track towards achieving the region's development dream and pull its people out of squalor and want.

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Absentia Voter in the Election of Regional Head in Situbondo Regency Year 2015

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Abstract

Since the downfall of the New Order regime, the regional head election is done directly. Before 2005, it was elected by the Local House of Representatives (Dewan Perwakilan Rakyat Daerah, DPRD). However, since the effectuation of Constitution No. 32 year 2004 said that the regional head was chosen directly by the people and called as Pilkada. It was held in 2010 and 2015. In the 2015 elections in Situbondo, the number of absentia voter is still a problem. It shows that the public has little or no political participation in using their right to vote freely. It is very influential on democracy and acceptance of the elected leaders. The 2015, it showed that the number of registered voters is 509,111. Voters, who using their voting rights only 378,953. The valid votes 372,555, divided to first candidate in number of 18,997 (5%), second candidate in number of 158,934 (43%), and the third candidate in number of 194 624 or 52%. Total absentia voter is 130,058 (25%). By using descriptive qualitative method, the simultaneous elections can be analyzed. The high absentee voter was more due to political factors, lack of political awareness because the majority of education level is still low, and there are patrialism in political culture is. All the leader must have the blessing from the moslem leader (*Kiayi*). The voters are not in accordance with the existing leader candidate, do not attend the election. The voters will attend the election by following the advice from the *Kiayi*. They chose their regency leader not in freely condition. If the elected regent unable to accommodate the interests of the opposing party (absentia voter) could become a powerful political opponent. A new factor affecting the absentee voter is political culture. The political culture and democracy education conducted by involving the *Kiayi*, and directed at women voters and beginner-voter, because the majority of voters are women and the beginner-voter are in the moslem boarding school (called: *pasantren*), that manage by the *Kiayi*.

Keywords: Absentia voter, the election of regional head, political awareness, political and democracy education

1. Introduction

1.1 Introduce the Problem

Since the fall of the New Order, the implementation of regional head election conducted directly. Before 2005, the regional head and deputy head of the region selected by the Local House of Representatives (DPRD). However, since the enactment of Law No. 32 of 2004 on Regional Government, the regional leaders were chosen directly by the people through Election, called *Pilkada*. In the district of Situbondo, first election held on 2010 and the second was held in 2015, which is also held in 19 other districts and cities in East Java.

Election is held directly in the hope that people can choose and determine directly the leader for the next 5 years, but in the 2015 elections of Situbondo number of absences (Absentia Voter) is still a problem. Based on studies showed that the absence of voters reached 25%, and shows that the public has little or no political participation in to use their right to vote freely in the local elections. Though the election agenda, both at the national level (election) as well as at the level of local (election) is a form of the provision of facilities for citizens to participate in the use of their voting rights. When the voting right is ignored, then this will hurt democracy, that formulated as the government come from, by and for the people.

Absentia voter (the voter who was not present) could be interpreted as a group of people who had the vote, but did not vote in the elections. But in addition to the classification, absentia voters (voters who did not attend) also includes a number of voters that do not due to negligence of the administration by organizing institutions (KPU).

Many factors that causes voters are more likely to abstain from voting. His apathetic is not just a form of mistrust of politicians right now, but rather the lack of political awareness of the people, plus their dominance of local political culture and the weakness of the electoral system itself.

The aims of this study, to find and describe all the affecting factors of the decrease in political participation, and the implementation of the election which is represented in absentia voters (voters who were not present), and to know why absentia voter will be the best choice. Simultaneously this study provides political education for the public at large, about the importance of political participation, especially participation in the elections through the use of their voting rights. On the basis of these reasons, researchers took the theme "Absentia voter in the election of regional head in Situbondo Regency year 2015".

1.2 Absentia Voters

Absentia voter (the voter who did not attend) is a deviant movement, and could weaken the legitimacy of the elected government power. But, absentia voters (voters who did not attend) is not only as a political gesture, but also considered as activities of a person who did not vote at the time of elections, either because of intentional problems or due to technical problems. Absentia voter (voters who did not attend) is defined as someone who did not come and did not choose at the time of the election, because it is motivated by a variety of factors.

In the theory of political participation, Colin Mc Andrews said that, the activities do not vote in elections classified into non-conventional political participation. It is also revealed by Milbrath M.L. Goel which identifies seven individual forms of political participation, which is inserted into the form of participation Apathetic Inactive, which is not active participatory, never vote in elections.

In many countries, with different terms and perspectives used, absentia voters (voters who did not attend) become a punishment for the political elite, because they are incapable of creating a state that aspired, as stipulated in the Constitution 1945. And this is, where the absentia voters (voters who did not attend) have a very important role, to use their political rights through participation not to use their right to vote.

In Indonesia, the absentia voters (voters who did not attend) takes place in each of the electoral operations and occur within a range of three orders, the old order. The presence of absentia voter (the voter who was not present) in every election, not solely political reasons, but also due to technical factors.

Absentia voter (the voter who did not attend) can be defined as the steps taken by the person / groups, who has the right to vote, but do not vote in the general elections, either intentional or unintentional reason. Unintentional reason could be due to many factors, such as technical factors are traveling, working, sick, political or technical factors such as the problems of citizens who already have the right to vote but not recorded by the administration as a voter. The phenomenon of absentia voters (voters who did not attend) is a political maneuver of the unsatisfactory people on the performance of public officials (by election) that far from political reality.

To the new era, if there are absentia voters (voters who did not attend), then it is considered as a moral movement to against the government. In reform era, that the vote is a right, so that absentia voters (voters who did not attend) is not only dominated by moral movement politically conscious not to use the right to vote, but also due to other factors.

According to Asfar, absentia concept is distinguished by the behavior of non-voting used to refer to the following phenomena (1) those who do not attend the polling station to protest, (2) a person who attended the polling place but did not use their voting rights properly, and (3) people who use their voting rights, but with the way piercing the white part of the election card. While non-voting behavior aimed not to motivated to vote. However, both terms refer to the same result of the act: the voting rights are not used correctly.

In complexity absentia voters, can be classified: (1) the groups of people who have voting rights constitutionally, but as a subject of the election was not listed definitively. (2) voters who inadvertently made a mistake in voting, (3) the people who really do not care about political affairs, or especially about elections, (4) the people who consciously and against electoral and political party systems.

In terms of political participation, absentia voters (voters who did not attend) is the right of every person to use or not to vote. Absentia voter (the voter who did not present) indicates those aspirations are not accommodated by the existing political system or it can also mean about political or apolitical people. The apathetic attitude of society is an accumulated disappointment with the existing political system.

In using the voting rights really depends on the person. According to Bruce Ackerman and James Fishkin (2003: 7), increasing absentia voters relates to the tendency of political culture in the society, which is what is referred to as 'civic privatism'. Within such a context, choose seen as a private issue and cannot be imposed. In this

political culture, people tend to ignore to the political problems.

The trend of the phenomenon of absentee voters (voters who did not attend) in direct general election is basically not much different from the tendency of voting behavior that occurs in the elections at the national level, namely the critical and apathetic voters. A common characteristic of this model is distrust to the politicians. This tendency was also found in studies of voting behavior that shows that distrust of political parties and politicians in many countries are likely to increase (Diamond and Gunther 2001).

According to Norris, "declining voter participation rate was associated with a decline in the level of satisfaction of the performance of government". Included in this analysis is a decrease in the level of trust the voters against politicians (Franklin, 2004). This analysis is associated with the argument of voters that anyone who sits in government unbelievable because not able to fulfill its promises. In this case, all politicians have a similar tendency, which is trying to close the voter when the general elections and tend to stay away after the ruling.

In addition, the disillusionment with the party or candidate is also reflected in the pragmatism of the public / voters. Apparently in the public / voters are still plenty of narrow views who expect their money or rewards from candidates as consideration for their ballots. If no one party or candidate that reward, people also do not want to exercise their voting rights.

Charles Schaffer (2007) said, that Political money is a common phenomenon in competitive elections. Moreover, when the condition of the people is still in a poor state, as in Indonesia. The party program will not be effective to attract the sympathy of citizens. They are more interested in more concrete terms, the real help either in the form of goods or money. An election in a community whose inhabitants are mostly poor, it will be vulnerable to vote buying.

Herbert E. Alexander (2003) said, that in the presidential and the head of the region election directly by the people instead of money politics lead to opportunities for more wide open. Political money could occur through campaign contributions that exceeded the provision or donations are not reported, business role in supporting the campaign, using the mass media, and others.

According to Eep Saefulloh Fatah (2007), Absentia voter (the voter did not attend) can be identified as follows. (1) technical absentia, those who become non-voters for certain technical reasons (family died, fell asleep, and others) was unable to attend to the polls, or those who mistakenly cast to voice declared invalid. (2) Technical-political absentia, as they are not registered as a voter by mistake himself or another party (the statistical agency, organizer of the election). (3) Political absentia, those who felt no choice of available candidates or do not believe that the elections will bring changes and improvements. It is clear that people become non-voters for political consciousness. Society may feel bored and apathetic to the party that is considered only benefit for the political elite themselves.

Agus Riewanto (2008), divide the absentia voters into 3 types, namely (1) Ideological absentia were motivated ideological rejection of any kind of power products in particular and socio-political system in general. (2) Political absentia, is conducted due to political choices. This typology groups within society in general are trapped in a circle of alienation, that feeling alienated from politics or government. (3) Pragmatic absentia, that is the groups that appear based on rational calculation that no better impact to voters themselves.

The increasing cases of non-voters because of error that has spawned democratic imbalance in various fields. Activity leader election which too often makes people reluctant to participate when in reality their welfare is less assured.

1.3 Democracy and Election in Situbondo Year 2015

Democracy is a form of government that all citizens have equal rights in decision-making that can change lives. Democracy allow citizens to participate either directly or through representatives in the formulation, development, and manufacture of the law. Democracy includes the social, economic, and cultural practices that allow their political freedom freely and equally.

The word democracy comes from the two words "demos" meaning people and "kratos" meaning government, or in other words the basic meaning of democracy is government of the people, or the more we know as a government of the people, by the people and for the people.

Democracy defined by (1) Aristotle, said that the principle of democracy is freedom, because only through the freedom of every citizen can share power. (2) Henry B. Mayo, said that in a democratic political system, the general policy adopted by a government determined by a majority of elected representatives who monitored effectively by the people. (3) Poerbopranoto Koentjoro, saying that democracy is a system in which the people

participate actively in the administration of the State. (4) According to Prof. Mr. Muhammad Yamin, democracy is the basis for the establishment of government and society in which govern or regulate power lawfully held by all members of society. (5) Samuel Huntington, also saying that democracy exists if the decision-makers collectively the most powerful in a system chosen through a general election that is fair, honest, and periodic and in the system of the candidates freely compete for votes and almost the entire adult population can be given voting rights.

Democracy is a form or mechanism of government system as an effort to realize the sovereignty of the people (citizens' power) over the country to be run by the government.

The pillars of democracy are the principle of trias politica, that divides the political power as executive, legislative and judicial; to be realized in three types of state institutions are independent of each other (independent) and are in a rank parallel to each other. The three types of state institutions are a government agency that has the authority to establish and implement the executive authority, the competent courts the authority of the judicial and legislative branches that have the authority to exercise power legislative. Under this system legeslatif decision made by the public or by a representative who shall cooperate and act according to the aspirations of the people it represents and who elected through the electoral process.

Based on the Constitution of the Republic of Indonesia Number 8 Year 2015 on the Amendment of the Law number 1 in 2015, on the determination of Government Regulation of Law No. 1 of 2014 on the election of governors, regents and mayors into law the Act Article 2 and Article 3 said that the election democratic management based on the principles of direct, public, free, confidential, honest, and fair elections held every five (5) years simultaneously throughout the territory of the Republic of Indonesia.

General Election 2015 in Situbondo conducted in accordance with the article 5, which includes two stages, namely preparation and implementation stages. Stages of preparation, which is carried out is an activity program planning and budgeting, preparation of regulatory conduct of elections, the preparation and adoption of technical guidelines for each stage of the conduct of elections, socialization / education / technical guidance, the establishment of an ad hoc organizing committee, registration of election monitoring and voter registration. Stages organizing elections regent and vice-regent include determining the terms of the candidate, support individual candidates, registration candidate, campaigns, reports and audit campaign finance, procurement and distribution logistics election of regent and vice regent, polling and counting of votes at polling stations, recapitulation the results of the vote count, , determination elected pair post decision of the Court, proposing ratification of the appointment of the selected candidates.

2. Method

The research on the absentia voter (the voter who did not attend) in the elections of regional head of Situbondo in 2015, is qualitative research, which is in the process of data requires data that already exists in the form of text, images or opinions comments from people who have competent and relevant. Bogdan and Taylor (1975; 5) said that the qualitative method is a procedure that produces descriptive data in the form of written words or spoken of people and observed behavior. The data collected in this study is document.

The implementation of the General Election 2015, began the stages of the preparations, continue with the election of the regent and deputy regent, determination of elected regent and deputy regent. and the results of interviews to commissioners Election Commission Situbondo, the Secretary and the relevant staff in Election Committee of Situbondo, public/voters, student/politicians/political parties and institutions in the Situbondo to be analyzed.

In the opinion of Lexy J. Moeloeng (2006: 6) qualitative research is the research resulted in the analysis procedure that does not use statistical analysis procedures or other means of quantification. Likewise, the analysis used in this study correspond to the type of data required, the method of analysis used as well the method descriptive and exploratory qualitative analysis.

3. Results and Discussion

3.1 Situbondo Election 2015

3.1.1 Total Population by Age Group

In 2015, Situbondo had a population of 779,330 people, consisting of 391,523 men and 407,816 women, for more details in Table 1.

From Table 1, it appears that the majority of Situbondo peoples only about 10% of the population does not have the right to vote, the others already have the right to vote.

Table 1. Total population by age group in Situbondo year 2015

Age	2013	2014	2015
0 - 4	39,457	38,188	35,449
5 - 9	50,771	50,275	49,786
10 - 14	57,693	56,995	55,245
15 - 19	54,494	55,537	56,065
20 - 24	64,432	63,105	60,105
25 - 29	64,687	65,254	66,32
30 -34	66,769	67,937	66,636
35 - 39	62,257	63,441	64,839
40 - 44	62,191	62,03	61,317
45 - 49	56,339	58,824	59,661
50 - 54	52,443	53,639	52,28
55 - 59	42,908	44,022	49,224
60 - 64	35,846	37,862	37,437
65 - 69	24,947	26,864	30,264
70 - 74	20,726	21,143	21,753
> 75	25,145	26,915	32,958
TOTAL	781,105	792,031	799,339

(Source: Dispenduk of Situbondo Regency 2015)

3.1.2 The Population Seen from The Level of Education

Level of education reflects how many people are already free of illiteracy, and the extent to which the population has a political consciousness. To determine the level of public education in detail can be seen in Table 2.

Table 2. Total population by level of education in Situbondo year 2015

Education Level	2013	2014	2015
Elementary Ungratuduate	39.712	45.080	48.191
Elementary Graduate	260.326	262.423	261.438
Secondary Graduate	89.416	90.701	91.160
High School Graduate	96.251	98.127	98.932
Diploma Programme	5.071	5.267	5.378
S1 Graduate	17.963	18.747	19.593
S2 Graduate	809	829	898
S3 Graduate	41	49	53

(Source: Dispenduk of Situbondo Regency 2015)

3.1.3 The Existence of Registered Voters

The existence of the number of voters registered is vital data to the political process, due to the availability of accurate data of registered voters, then each candidate for Regent/Vice Regent will adopt a strategy to get the vote as much to be able to elected. Here the existence of registered voters in the 2015.

Table 3. Number of registered participants

No	District	Registered Voters			Registered Voters In Additional Voters List			Total		
		M	F	Sum	M	F	Sum	M	F	Sum
1	Jatibanteng	8,589	9,292	17,881	26	5	31	8,615	9,297	17,912
2	Besuki	22,385	23,856	46,241	56	73	129	22,441	23,929	46,370
3	Suboh	9,991	10,888	20,879	23	31	54	10,014	10,919	20,933
4	Mlandingan	8,685	9,391	18,076	79	76	155	8,764	9,467	18,231
5	Kendit	10,768	11,916	22,684	30	27	57	10,798	11,943	22,741
6	Panarukan	19,661	21,444	41,105	196	265	461	19,857	21,709	41,566
7	Situbondo	16,195	17,729	33,924	306	346	652	16,501	18,075	34,576
8	Panji	23,963	26,470	50,433	183	209	392	24,146	26,679	50,825

9	Mangaran	12,290	13,657	25,947	80	90	170	12,370	13,747	26,117
10	Kapongan	13,509	14,701	28,210	187	186	373	13,696	14,887	28,583
11	Arjasa	15,640	16,882	32,522	150	136	286	15,790	17,018	32,808
12	Jangkar	14,037	15,382	29,419	180	187	367	14,217	15,569	29,786
13	Asembagus	17,630	19,534	37,164	187	169	356	17,817	19,703	37,520
14	Banyuputih	19,624	22,327	41,951	96	90	186	19,720	22,417	42,137
15	Sumbermalang	10,624	11,212	21,836	83	65	148	10,707	11,277	21,984
16	Banyuglugur	8,381	9,210	17,591	16	13	29	8,397	9,223	17,620
17	Bongatan	9,189	10,170	19,359	17	26	43	9,206	10,196	19,402
	Total	241,161	264,061	505,222	1,895	1,994	3,889	24,3056	266,055	509,111

(Source: Situbondo Ellection Commission Report (processed 2016))

From Table 3 showed that in 2015 elections, the number of registered voters is a majority of women, there is a difference of 22.999 votes or 26.605%. The existence of female voters is greater than 2010 local election and the greatest female voices in the district then followed districts Panji, Besuki and District Banyuputih.

3.1.4 Political Education

To run the 2015 election properly, it needs political education by the Election Commission together with the organizing team at the level of districts. The targets of political education are directed to women, the first voters through schools, the disabilities persons, stakeholders, the general public, and through cultural performances, for more details as in the Table 4.

Table 4. Schedule and target of political education

No.	Target	Date	Notes
1	Wowan	05/09/2015	Fatayat and Nasufiah Aisyah Women
2	Disabities Person	07/09/2015	Persons with disabilities are invited at the Commission for political education and appointed as a resource for other friends
3	First-time Voters	n/a	n/a
	SMKAN 1 Banyuputih	08/09/2015	n/a
	SMKAN Suboh	14/09/2015	n/a
	SMKAN 1 Panji	17/09/2015	n/a
	Pesantren Banyuputih and Glugur	28/09/2015	n/a
	SMA & SMKN Ibrahim Situbondo	20/10/2015	n/a
4	Stakeholder:	n/a	n/a
	Head of District	23/09/2015	n/a
	Head of Village	28/10/2015	n/a
5	Cadre of parties	10/10/2015	n/a
6	General public	n/a	*Ludruk* show in 3 villages. Radio/TV Printing media

The elections are concerned with women voters and the first voters. It is based on the data registered voters whose majority are women and the first voters. The table IV explains that the goal of political education is not only the general public, but the district and the whole village heads, and the political parties are targeted in carrying out political education. Hopefully, the societies are aware and understanding that elections will succeed in term of democratic system, to determine the regional leaders in bringing prosperity and welfare of the Situbondo community in the next 5 years.

3.1.5 Socialization of The Regional Head Election

Socialization the election of regional head not only face to face approach, but also through print and electronic media, to reach of the wider society in spaceless and timeless. Socialization the election is the key to success of the election itself, because with intense socialization, the public will get the complete information about the election, the election procedures, and also get to know the candidate of leaders in Situbondo.

The efforts have been made by the organizers of the election in 2015 with the aim of increasing the number of registered voters, the political participation of voters on the day of the election in order to improve local democracy in Situbondo regency.

In the Table 5 shows that the election in Situbondo is socialized by visual installation. as well as the invitation of the importance of the election to the general public, which consists district leaders, stakeholder, political parties and mass organizations. The 2016 election hopes to increase political participation. By increasing political awareness, it will minimize the absentia voters. In other side, peoples will understand the track record of the head leader candidates

Table 5. Socialisation of the regional head election using publication media

No	Publication Media	Sum	Distribute / Installated
1	installation of billboards of the election process	23	17 Districts, in main road of 6 cities
2	installation of billboards of the candidate picture with the candidates number	23	17 District, in main road of 6 cities
3	installation of billboards of the candidate picture and the debate schedule	8	main road east to west
4	Banners call-election	154	District and villages
5	installation of billboards and appeal to *Village Leader*	10	main road east to west
6	Banner to invite people to the peace election	88	Distributed to community organizations and political party
7	Mobile poster	75	sticker cadre political parties

3.1.6 The Campaign

The campaign is a delivery event of the vision and mission of the regent/ deputy regent candidate, to the entire community in order to gain support by getting many votes. Therefore, in this campaign, all candidates together with his campaign team will exert their strength, mind and heart to get the people sympathy to give their vote, for more than three months.

Table 6. The campaign of the regional head election

No.	Type of Campaign	Quantity	Notes
1	Dialog face to face	33	Every candidates/ commission schedule
2	Peaceful parade	1	n/a
3	Leisurely strolling	1	n/a
4	Candidates Debate	3	All candidates
5	General meeting	1	Every candidates / commission schedule
6	Advertisement on TV	14	Every day/candidates
7	Advertisement on radio	14	Every day/candidates
8	Advertisement in mass media	4	Every candidate, near the election time

(Source: Report of election committee of regional head election)

From the Table 6 can be explained that each potential candidates have a very long time to introduce himself in the campaign with all forms, especially face-to-face dialogue is an effective event for a dialogue on target of each campaign team directly.

Likewise, the implementation of an election held to 3 times is very unusual for a candidate to demonstrate to the public how the style of communication, intelligence and understanding of the problems of society and how they provide a solution, as well as strategy to develop Situbondo the district for the economic prosperity of its people, without leaving the ethical and legal norms.

The community can assess the candidate deserves the mandate as Regional leader for next 5 years. Besides the campaign through advertising on TV, radio in 14 days, is the best strategy of the Commission to provide peoples to know and understand the figure of their potential leaders who will compete in the elections in 2015.

3.1.7 The Election

General Election of 2015 is the second direct election and implemented simultaneously throughout Indonesia. Situbondo including from 19 districts / cities in East Java Election simultaneously implementing in 2015. The results of the implementation are shown in the Table 7.

Table 7. Percentage of voting rights number of users election of regent and vice regent in Situbondo year 2015

No	District	Registered Voters			The User of Voting Right			Precentage of the Voters Presence		
		M	F	Sum	M	F	Sum	M	F	Sum
1	Jatibanteng	8,615	9,297	17,912	5,702	6,379	12,081	66%	69%	67%
2	Besuki	22,441	23,929	46,370	14,713	17,741	32,454	66%	74%	70%
3	Suboh	10,014	10,919	20,933	7,191	8,523	15,714	72%	78%	75%
4	Mlandingan	8,764	9,467	18,231	6,929	7,740	14,669	79%	82%	80%
5	Kendit	10,798	11,943	22,741	7,966	9,440	17,406	74%	79%	76%
6	Panarukan	19,857	21,709	41,566	13,928	15,965	29,893	70%	74%	72%
7	Situbondo	16,501	18,075	34,576	12,235	13,946	26,181	74%	77%	76%
8	Panji	24,146	26,679	50,825	19,053	22,064	41,117	79%	83%	81%
9	Mangaran	12,370	13,747	26,117	9,583	11,307	20,890	77%	82%	80%
10	Kapongan	13,696	14,887	28,583	11,278	12,694	23,972	82%	85%	84%
11	Arjasa	15,790	17,018	32,808	11,878	12,865	24,743	75%	76%	75%
12	Jangkar	14,217	15,569	29,786	10,977	12,564	23,541	77%	81%	79%
13	Asembagus	17,817	19,703	37,520	12,046	14,177	26,223	68%	72%	70%
14	Banyuputih	19,720	22,417	42,137	12,477	14,880	27,357	63%	66%	65%
15	Sumbermalang	10,707	11,277	21,984	7,068	8,124	15,192	66%	72%	69%
16	Banyuglugur	8,397	9,223	17,620	5,556	6,628	12,184	66%	72%	69%
17	Bongatan	9,206	10,196	19,402	7,136	8,200	15,336	78%	80%	79%
	Total/average	243,056	266,055	509,111	175,716	203,237	378,953	72%	77%	75%

(Source: Report of election committee of regional head election)

The Table 7 shows that registered voters who use their voting rights majority are women, which amounted to 203,237 or 15,66% larger than male voters, and total voters to vote a number of 378,953 or 75%.

From the Table 8 can be explained that the absence of a majority in the 2015 election in the district Banyuputih by 35%, followed by the District and Sub-district Jatibanteng, Banyuglugur 32% to 31%. Average absentia voters by 25%. All three districts have a basis schools and the type of society is patrinial against *kiayi* or *pesantren leaders*. Then, the political culture adopted the culture of patrimonialism.

Table 8. Percentage of voters not Using suffrage election of Situbondo regent and vice regent 2015

No	District	Registered voters			Voters not using suffrage election			Percentage of absentia voters		
		M	F	SUM	M	F	SUM	M	F	SUM
1	Jatibanteng	8,615	9,297	17,912	2,887	2,913	5,800	34	31	32
2	Besuki	22,441	23,929	46,370	7,672	6,115	13,787	34	26	30
3	Suboh	10,014	10,919	20,933	2,800	2,365	5,165	28	22	25
4	Mlandingan	8,764	9,467	18,231	1,756	1,651	3,407	20	17	19
5	Kendit	10,798	11,943	22,741	2,802	2,476	5,278	26	21	23
6	Panarukan	19,857	21,709	41,566	5,733	5,479	11,212	29	25	27
7	Situbondo	16,501	18,075	34,576	3,960	3,783	7,743	24	21	22
8	Panji	24,146	26,679	50,825	4,910	4,406	9,316	20	17	18
9	Mangaran	12,370	13,747	26,117	2,707	2,350	5,057	22	17	19
10	Kapongan	13,696	14,887	28,583	2,231	2,007	4,238	16	13	15
11	Arjasa	15,790	17,018	32,808	3,762	4,017	7,779	24	24	24
12	Jangkar	14,217	15,569	29,786	3,060	2,818	5,878	22	18	20
13	Asembagus	17,817	19,703	37,520	5,584	5,357	10,941	31	27	29
14	Banyuputih	19,720	22,417	42,137	7,147	7,447	14,594	36	33	35
15	Sumbermalang	10,707	11,277	21,984	3,556	3,088	6,644	33	27	30
16	Banyuglugur	8,397	9,223	17,620	2,825	2,582	5,407	34	28	31
17	Bongatan	9,206	10,196	19,402	2,053	1,970	4,023	22	19	21
	Total	243,056	266,055	509.,112	65,445	60,824	126,269	27	23	25

(Source: Report of election committee of regional head election)

The elections in 2015 in Situbondo, there are three (3) pairs of candidates, two pairs of candidates for new entrants and 1 pair is incumbent. The election results showed that the winner is the most established by a pair of number 3 at 194, 624 or 52% followed the pair number 2 amounted to 158,934 or 43% (see Table 9). Margin obtained from the pair number 3 and 2 are not so high, given the pair to 3 is partner incumbent. Absentia voters reached 25% indicate that they are more due to the absence of political and cultural factors in district Situbondo.

Table 9. Result of vote acquisition of regent and vice regent of situbondo in year

No	District	Candidates Number			Sum
		1	2	3	
1	Jatibanteng	474	9,987	12,834	23,295
2	Besuki	2,119	15,501	14,167	31,778
3	Suboh	1,609	6,819	8,017	15,445
4	Mlandingan	1,425	7,141	6,925	14,491
5	Kendit	1,175	6,125	9,824	17,124
6	Panarukan	1,702	11,761	15,854	29,317
7	Situbondo	1,279	10,888	13,244	25,411
8	Panji	1,753	13,506	25.007	40,266
9	Mangaran	3,821	6,728	10,062	20,611
10	Kapongan	662	8,903	14,091	23,656
11	Arjasa	526	7,969	15,962	24,457
12	Jangkar	474	9,907	12,834	23,295
13	Asembagus	799	10,904	14,163	25,866
14	Banyuputih	781	16,151	10,088	27,020
15	Sumbermalang	633	6,609	7,695	14,937
16	Banyuglugur	1,044	5,742	5,126	11,912
17	Bongatan	431	8,184	6,511	15,126
	Total	18,997	158,934	194,624	372.555
	Percentage	5 %	43 %	52 %	100 %

(Source: Report of election committee of regional head election)

3.2 Factors that influence the absentia voters

Factor that influence the absentia voters are:

1. Low Levels of Education, is correlated with political awereness of local communities. The avarege level of public education in Situbondo is primary, therefore political awareness is still low, and contribute to absentia voters in election in 2015. Although political education conducted by Election Committee as election organizers in conducting political education already well, underway with the main target women voters and the first voters.

2. The level of confidence in the government is declining, indicated the community desire to choose a new figure in the election the new regent/ deputy regent in 2015, and the emergence of a new figure who has the support of the *Kiayi* in Situbondo and the general public as well as government officials.

3. Political Culture, Situbondo is known as the city of the moslem students (Kota Santri), and Solawat Nariyah Places, so the majority of its people are students in Pondok Pesantren. Situbondo district is divided into three regions, In the East consists of Banyu Putih, Asembagus, Jangkar and Arjasa. In this region there is a Salafi Al Safiyah Sukorjo. In the West consist of Bongatan, Mlandingan, Besuki, Semanding Jati Bening and Banyu Glugur, that influenced by Al Qodiri, and in the Central Region consists of Kapongan, Panji, Situnondo, Panarukan and Kendit is influenced by Wali Songo and Sumber Bunga. The relation between the *Kiayi* and his students (Santri) are very strong, so what form the decision and the will of *Kiayi* will be followed by his Santri. This patron client bonds also occurs in elections in 2015. If the candidate is an alumnus of certain Pondok Pasantren, then the candidate will be supported by *Kiayi* and his Santri. If the candidate do not come from the same idealism, even though the candidate is in the same neighborhood, they will reject.

4. Unable to attend (out of town), will be the factors that influence the voter is not present in the election. They think, the choice to go outside the city is better than attended the election. This is an apathetic behavior in political awereness.

4. Conclusion and Recommendation

The Factors influencing absentia voters in Elections of Regional Head 2015 are: (1) Low level of education which correlates to the low political awareness; (2) The trust level to the government is decreased that indicated the communities desire to choose a new figure in the election of the regent / deputy regent new in 2015. (3) The emersion of a new figure who has the support of the *Kiayi* in Situbondo and the general public. As well as government officials who prefer to choose another candidate than incumbent candidate. (4) There is political culture of patron client, from the *Kiayi* to the public on its common, this is a new finding, that the political culture has contributed significantly to the absence of voters (absentia voters) in the 2015 election in Situbondo, and (5) The apathetic behavior in political awareness, by choosing to go out of town than at present in the elections.

In order for this study can contribute to society's political participation in the election, the researchers suggest the following:

(1) Political Education implemented with the involvement of *Kyai*, and directed at women voters and the first voters, because the majority of voters are women and the first voters are in *Pondok Pesantren*.

(2) In anticipation of a high rate of absentia voters (voters who did not attend), the Election Commission and the candidate leader must improve the socialization by giving the political education about the importance of democracy to the nation and the state; so that voters are aware and willing to be ellection participants.

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The Relationship Structure of a Transnational, Ego-centered, and Innovation-Oriented Network

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Abstract

This study identifies the relationship structure of an ego-centered network by examining a transnational organization in the telecommunications sector that is oriented toward innovation. The study considers the dimensions of density, centrality, structural equivalence, and relationship content. Following the literature, we correlate the underlying concepts of network innovation substantiated through the technique of network analysis as a research method. The results suggest that the position of organizations in relation to the distance and pathways to other organizations in the network can influence the network's capacity for innovation, conditioned by the strategic positioning of the focal company. This does not seem to be the case with the company considered by this study, as the strategic positioning of the matrix considers only innovative products with a worldwide scope, and not those with a more limited, local, or regional interest. The main contribution of this study is the identification of the relationship structure of a transnational, ego-centered, and innovation-oriented network with the aid of a statistical tool.

Keywords: interorganizational network, innovation network, telecommunications sector

1. Introduction

Networks can be analyzed from the perspective of their structural or morphological characteristics and can be treated either comprehensively—according to the totality of the network—or by separating the connections between actors, as in the analysis of pairs (dyads) in this study. These characteristics play a significant role in the construction of scientific knowledge, as they provide a general overview of the network based on density, centrality, equivalences, and structural holes; thus, allowing for an understanding of the content flowing through the relationships in an organization's network (Gilsing et al., 2016).

Social Network Analysis (SNA) allows treatment from different perspectives and can be considered a metaphor, theory, or method (Powell; Smith-Doerr, 1994; Reinert; Maciel, 2012; Mäntymäki & Riemer, 2016). The network analysis used in this study is not fundamentally a research strategy but rather a set of techniques typically used in the treatment of relational data (variables of ties between social actors) at different levels. These techniques can be used with several designs (Reinert & Maciel, 2012).

This article identifies the relationship structure of an ego-centered network in an innovation-oriented organization by considering the dimensions of density, centrality, structural equivalence, and relational content. The telecommunications sector comprises firms with a global perspective, capacity for innovation, and that are immersed in an extremely connected context. This context exerts a significant influence on their strategies, and thus, on other sectors of the global economy due to its inherently transformative nature. This is especially true in light of the advent of the Internet, which, according to Ohmae (2006), seems to be the best evidence that national borders have become much less restrictive. In addition, innovation at an interorganizational level seems to be a

key factor in the survival of organizations operating in this market, especially for transnational organizations, as this market's field of business has rarely been limited to domestic markets.

The company in the ego-centered network examined in this study was chosen not only because it is one of the largest global players in telecommunications, with operations in 150 countries and annual revenue of 14 billion euros in 2011, but also because it is positioned with a focus on innovation and with perspectives related to global performance. The various classifications of ego-centered networks and networks in general can be used in an interrelated way, as the analysis of the data on a complete network has an ego-network with each of the relationships measured. Thus, the network formation in this research is egocentric, but the network data are analyzed in terms of dyadic (peer) relations. In addition to the focal organization, the network includes 18 companies considered strategic and fundamental in the development of its activities, selected based on the technique of snowballing (Biernacki & Waldorf, 1981). These include eight subsidiaries located in six different countries: Argentina, Singapore, Colombia, Mexico, China, and Brazil. The network also consists of two categories of organization: five suppliers and four logistics partners, with headquarters in different countries, such as France, the US, Switzerland, Colombia, Slovenia, and Brazil. Germany is also part of the network because, although it is not the headquarters of the joint venture, it is considered part of the network as a parent company as it owns half the shares of the entity created by a merger between the companies.

Network analysis was used to identify the configuration of the ego-centered network and its relational content, with an emphasis on the information base, products innovation, and entry into new markets. All data were statistically treated using UCINET, a software program for network analysis developed by Borgatti, Everett, and Freeman (2002). The boundaries of the ego-centered or self-centered networks are defined during data collection using the naming technique (Marsden, 2005). The network of relationships was defined based on input from a focal organization of the telecommunications sector formed by a joint venture between two companies based in Finland and Germany.

This paper is divided into five sections. After a brief introduction, including the purpose of the study, its theoretical basis is described with regard to the relationship structure and innovation in interorganizational networks. The methodological and analytical procedures underpinning the data analysis are then presented. Afterwards, the research results are discussed and final considerations are presented, along with a discussion of the limitations and recommendations of the research.

2. Literature Review

Studies on interorganizational networks are occupying an increasingly significant space in the academic field (Balestrin, Verschoore, & Reyes Junior, 2010), and include various theoretical perspectives and currents of thought. The emphasis on an empirical–theoretical framework is supported by Wasserman and Faust's perspective (1994). They argue that methods related to network analysis can be categorized into structural properties, roles, and positions, as well as statistical analyses of relationships and innovation from the network perspective.

2.1 Relationship Structure in Interorganizational Networks

Network analysis at the interorganizational level considers its own relationships as components of a structure of relationships within a social order (Matinheikki et al., 2016). Nelson (1984) argues that the structure of relationships "allows us to study the interactions between formal and informal relationships, as well as other types of relationships, which is a long recognized need, but for which no methodology existed" (p. 151). Nelson (1984) suggests that the most elaborate definition of "structure" is the one that deals with interconnected behaviors. The key to this definition is the repetition of interdependent, but not necessarily reciprocal, relationships of a cyclical nature that persist over time, such as frequency, degree of symmetry, configuration, content, and the nature of relationships.

One of the difficulties concerning network analysis is the definition of the network boundaries and the resultant configuration of the structure, especially when the network is considered as a whole (i.e., in full network design). For ego-centered networks, the boundaries are defined during data collection using name generation (Marsden, 2005) or, as in this study, by analyzing a focal organization. According to Wasserman and Faust (1994), an ego-centered network consists of a focal actor (the "ego"), a set of other actors with ties to the ego, and the measurements of the bonds between these actors.

The various classifications of ego-centered networks and networks as a whole can be used in an interrelated way. According to Kirke (1996), when an ego-centered network is considered dense, the entire network can be built through egocentric data. Marsden (2005) argues that the data analysis of a complete network has ego-networks

with each of the relationships measured. Thus, the formation of a given network may be egocentric, but the analysis can be developed from dyadic (peer) relationships.

Scott (2000) points out some important measures of centrality provided by the network analysis technique: centrality of degree, centrality of proximity, and centrality of intermediation. The centrality of degree is measured as the number of an actor's connections; it is not restricted to indirect relations, since degrees can be "indegrees" and "outdegrees." The original concept of centrality, based on degrees, treats connections as symmetrical—that is, the relationships are reciprocal (Knoke, 1994; Gilsing et al., 2016).

The measure of centrality of proximity allows one to go beyond direct relationships and consider the minimum number of steps an actor needs in order to establish contact with other actors in the network. From this perspective, the more central the actor is, the more likely the actor is to reach other actors in the network. Centrality of intermediation emphasizes the actors that serve as links between actors in the network. This is an important measure, since the identification of central intermediate actors allows one to determine how much they can influence the structure of the network, since they can control the routes through which resources and information pass among other actors. The degree of intermediation is represented by the *Betweenness* measure and reflects a node's capacity to intermediate the communications between pairs of nodes (Scott, 2000; Araujo et al., 2016).

Another important measure of centrality is the *Eingenvector*, which is usually used to find the centrality of each actor. The fewer the connections to nearby actors, the lower the actor's prestige in the network. In addition to the centrality measures mentioned above, *Effsize* is a measure of "structural holes," a term coined by Burt (1995). A structural hole is the space between actors, which, in this study, can indicate that an organization in the ego-centered network lacks a relationship with sources of resources or information.

Wasserman and Faust (1994) emphasize the importance of structural equivalence in the analysis of positions in the network, such that two social actors are structurally equivalent when they have identical ties with other actors in a network.

2.2 Innovation in Interorganizational Networks

Innovation seen from the perspective of interorganizational networks presupposes a complex process of interaction and cooperation that goes beyond the limits of the intraorganizational dimension and the limits created by an exclusive focus on technology or research and development. Smolka and Côrtes' (2006) research on cooperation networks for innovation in products in technology-based companies (TBCs) indicates that a network analysis provides important inputs for an extensive understanding when considering other organizations immersed in the network of relationships. Smolka and Côrtes (2006) revealed important relationships between TBCs and universities or research centers but identified few cooperative initiatives among the TBCs themselves. In addition, other actors with regulatory roles that configure the network, such as regulators, governmental agencies, and congressional bodies, influence the innovation of the TBCs by having levels of centrality that are more elevated and differentiated than are those of other agents in the network, providing them with a special understanding of the innovative environment.

Innovation is a multidimensional process that requires novelty, highlighting the need to combine three important research chains: internationalization, innovation, and networks (Chetty & Stangl, 2010). Freire, Baldi, and Lopes' (2010) work on innovation networks describes the innovative process as being collectively created based on interorganizational relationships at the local, national, or global levels, based on the convergence of social ties (Granovetter, 1973) and innovation networks (Hage & Hollingsworth, 2000; Veiga et al., 2016).

This approach to innovation networks is justified by the growing need to understand and promote processes of innovation in competitive global networks, which are configured as forms of governance of new patterns of interorganizational relationships. This approach is visualized in the work of Weymer (2013), who noted that innovative ideas and products from the subsidiaries of an interorganizational telecommunications network are seen as legitimate only if they are aligned with the parent company's overall strategy.

Innovation goes beyond the structural aspects and the combination of objectives, resources, and people; it also brings to the fore an analysis that goes beyond organizational and geographical limits and emphasizes the content flowing in social relationships. This does not mean one can neglect the importance of innovation in favor of intraorganizational aspects. On the contrary, an analytical understanding of the internal context is the basis for understanding innovation from the network perspective and within the global context.

Although the term "globalization" is sometimes used indiscriminately due to the somewhat reductionist perception of a single economy regulated by a new and unprecedented economic system, the world is clearly

generating a "new global economy" based on a dynamic of its own, in which national borders are becoming much less restrictive (Ohmae, 2006). It is within this highly complex context that extending cross-cultural research to deepen understanding of the value of collaboration across domestic boundaries is urgently needed, particularly considering partnerships between organizations (Hillman, 2009; Matinheikki et al., 2016).

3. Methodological Procedures

The analysis of networks in this study consists of a set of techniques most often used in the treatment of relational data (variables of ties between social actors) at different levels. According to Reinert and Maciel (2012), such techniques can be employed with various designs and are not solely characterized as a research strategy.

3.1 Characterization of the Research

Although the starting point is a subsidiary company, this study employs surveys as a research tool as various agents from several organizations were considered. These provided 342 possible relationships, including partnerships and subsidies, for subsequent descriptive analyses. The degrees of importance of the 342 connections generated a 19×19 square matrix (minus the focal organization, as it cannot relate to itself). With this information, the UCINET software generated the representative sociogram of the ego-centered interorganizational network.

3.2 Population and Sample

The population consisted of all organizations that maintain relationships with the focal organization, and the sample consisted of the organizations named by the subsidiary. The level of analysis was thus interorganizational due to the network of relationships of the subsidiary, which is considered a focal organization. The unit of analysis was each organization in the network, represented by key actors (individuals).

The criteria for choosing the focal company were the following: it had to be a transnational company with a subsidiary in Brazil; one of its main objectives had to be innovation for internationalization; it had to be a global player; and it needed to be willing to provide information about its network of relationships. After identifying the company, three professionals at the strategic level of the subsidiary located in Curitiba, Paraná, Brazil, were identified. The confidentiality of the focal organization identity was a condition of the data collection and formally communicated to all organizations interviewed.

The three professionals, considered *gatekeepers*, were interviewed so that they could describe the scenario in which the company was immersed and its strategic positioning at a global level. During the interview, the gatekeepers listed the primary organizations they considered fundamental for innovation and described these organizations' activities. This led to the generation of additional contacts that were contacted and who named other organizations. Finally, this produced 19 network actors, including the Curitiba subsidiary.

Among these companies, eight are subsidiaries located in the six countries, namely Argentina, Singapore, Colombia, Mexico, China, and Brazil), two São Paulo subsidiaries (one with an emphasis on development), and one subsidiary from Rio de Janeiro, in addition to the subsidiary in Curitiba, the focal company. Germany is also part of the network as a parent company, despite not being home to the joint venture's headquarters, because it owns half the shares of the entity created by a merger between the companies. The network was composed as shown in Table 1.

As Table 1 shows, all the network organizations pursue international activities involving 10 countries, including Brazil. Some of these organizations are large global players, with revenues exceeding US $5 billion for logistical partners and US $720 million for the company with the highest revenues in 2011. Considering that communication with most of the companies was conducted in English, it was decided to present terminologies and acronyms in that language, which will be used later in the network configuration analysis. The network also consists of two categories of organization: five suppliers and four logistics partners, with headquarters in countries such as France, the US, Switzerland, Colombia, Slovenia, and Brazil.

Table 1. Organizations in the network

Country	Code	Field of activity
1. Subsidiary_Argentina	S_Arg	Telecommunications - Subsidiary Argentina
2. Subsidiary_Singapore	S_Sin	Telecommunications - Subsidiary Singapore
3. Subsidiary_Colombia	S_Col	Telecommunications - Subsidiary Colombia
4. Subsidiary _Mexico	S_Mex	Telecommunications - Subsidiary Mexico

5. Headoffice_Germany	H_Ale	Telecommunications – Germany
6. Subsidiary_China	S_Chi	Telecommunications - Subsidiary China
7. Subsidiary_Brazil_CWB	**S_CWB**	**Telecommunications – Focal Company**
8 Subsidiary_Brazil_Rio de Janeiro	S_RJ	Telecommunications - Subsidiary RJ
9. Subsidiary_Brazil_São Paulo	S_SP	Telecommunications - Subsidiary SP
10. Subsidiary_Brazil_Academy	S_Aca	Telecommunications - Subsidiary Academy
11. Supplier 1 (Matrix: Brazil)	Sup_1	Information technology
12. Supplier 2 (Matrix: Brazil)	Sup_2	Teaching and research
13. Logistic Partner 1 (Matrix: Switzerland)	LP_1	Logistic operator
14. Logistic Partner 2 (Matrix: Switzerland)	LP_2	Logistics services
15. Logistic Partner 3 (Matrix: USA)	LP_3	Logistics services
16. Supplier 3 (Matrix: Colombia)	Sup_3	Telecommunications services
17. Supplier 4 (Matrix: Brazil)	Sup_4	Information technology
18. Logistic Partner 4 Matrix: France	LP_4	Consulting and transport
19. Supplier 5 (Matrix: Slovenia)	Sup_5	Information technology

Source: Survey data

3.3 Data Collection

The questionnaire produced structured data in a matrix, constructed based on the theoretical foundation and focus area of this research. Prior to the referral, the questionnaire underwent a validation process with eight professors with doctorates in administration studies.

As all the companies in the network are transnational and eight of the respondents are located in other countries, the questionnaire was translated into English and sent by e-mail, with frequent follow-up by telephone. A six-month response period was employed for two reasons: (1) transnational corporations must follow legal protocols when releasing data, and (2) only three of the companies were located in Curitiba/Paraná, with the other companies located in foreign countries (eight companies) or in other states in Brazil (eight companies).

From these data, it was possible to identify the measures of centrality and structural holes, as well as the relational content, with an emphasis on the exchange of information, product innovation, and entry into new markets.

4. Presentation and Data Analysis

The starting point for the network configuration was choosing as the focal company a transnational firm in a position of global leadership in telecommunications services and a focus on innovation. The focal company has a complete portfolio of mobile, fixed, and convergent network technology, as well as professional services, including consulting and systems integration, set-up, maintenance, and managerial services. It operates in 150 countries and is one of the most important companies in the world in this sector, with annual revenue of 14 billion euros in 2011. The company was formed through a joint venture announced in 2006 between two large companies with headquarters in Germany and Finland; their total stock was divided in half between the companies.

The term "transnational" is based on the work of Bartlett and Ghoshal (1998), who suggest that many global industries have transformed since the 1980s, when there were traditional categories of global, multinational, or international corporations. The more current, transnational form requires companies operating globally to simultaneously deal with the configuration of assets and capacities, the role of operations abroad, and the development and diffusion of knowledge to remain competitive.

The analysis treated the network symmetrically-that is, without considering the directional differences in the relationships, known as the "indegree" and "outdegree." According to Scott (2000), "the indegree of a point is the total number of other points that have lines directed to it; the outdegree is the total number of other points to which it directs lines" (p. 69). As this study seeks to identify flows from relationships regardless of reciprocity, the degree satisfies this need, since it indicates the number of direct relationships among actors (in this case, network organizations), as well as one of the elements for the calculation of centrality (Borgatti, Everett, and Freeman, 2002). The network of relationships among the 19 organizations of the ego-centered network, originating from the S_CWB organization (a subsidiary in Curitiba), can be illustrated as in Figure 1.
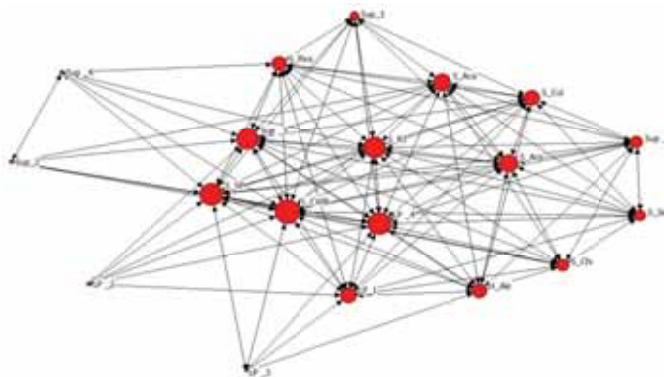
Figure 1. Ego-centered network

4.1 Density of the Network

The measurement of density is one of the most common in network analysis. It is problematic when used with value data, however, and it varies along with the size of the network (Scott, 2000). Density is a measure of the potential flow of information, not of the actual flow. It is the quotient produced by dividing the actual connections between the actors in the network by the total number of possible connections between them, using binary data (1 indicating that it has a relationship and 0 indicating otherwise). The average density of relationships in the network, obtained by the real number of relationships (226) divided by the possible number of relationships (342), is 0.6608. Thus, from the total possible interactions resulting from crossing the columns with the rows, relationships exist in 66.08% of the cases, showing that the network is dense. The possible number of relationships was identified by the size of the network, defined as the number of rows and columns arranged in a matrix. In this case, the network is composed of 19 organizations, with up to 342 potential relationships among them. According to Hanneman (2001), "in any network there are (k*k-1) unique pairs of actors, so AB is different from BA, where k is the number of actors" (p. 41).

The density of the network under analysis could be low because it is ego-centered: other organizations named by the focal organization as being more important may not necessarily be considered important to other organizations in the network. However, there is clearly a substantial flow of relationships, justified by the strong tendency toward innovation, as noted during the interviews with professionals at the strategic level. In addition, the density calculation considers only direct relationships between actors and does not consider intermediate actors, which are important for their ability to intermediate in communications between pairs of nodes, as is the case of *Betweenness*, which is considered below.

4.2 Central and Peripheral Organizations in an Ego-centered Network

Using a symmetric matrix, it is possible to divide the central and peripheral actors of the network into blocks. The matrix simultaneously adjusted the core/periphery model of the network and identified which organizations in the ego-centered network are part of the center and which are part of the periphery, as shown in Figure 2.

```
                        1 1 1 1 1 1 1 1     1 1
        1 2 3 4 5 6 7 8 9 0 1 2 3 4 9 6 8   7 5
        S S S H S S S S S S S L L S S L     S L
        -----------------------------------------
 1 S_Arg |   1 1 1 1 1 1 1 1 1   1     1 1 1 |     |
 2 S_Sin | 1   1     1 1 1   1   1     1 1 1 |     |
 3 S_Col | 1 1   1 1   1 1 1 1   1     1 1 1 |     |
 4 S_Mex | 1   1     1 1 1 1 1   1     1 1 1 | 1   |
 5 H_Ale | 1   1     1 1 1 1 1   1     1 1 1 |   1 |
 6 S_Chi | 1 1     1   1 1 1 1   1     1 1 1 |     |
 7 S_CWB | 1 1 1 1 1 1   1 1 1 1 1 1 1 1 1 1 | 1 1 |
 8 S_RJ  | 1 1 1 1 1 1   1 1 1   1 1 1 1 1 1 | 1   |
 9 S_SP  | 1   1 1 1 1 1   1 1 1 1 1 1 1 1 1 | 1 1 |
10 S_Aca | 1 1 1 1 1 1 1 1   1 1   1 1 1 1   |     |
11 Sup_1 | 1     1 1     1 1 1 1           1 1 |     |
12 Sup_2 |                 1 1 1 1         1 1 | 1   |
13 LP_1  | 1 1 1 1 1 1 1 1 1       1     1 1 |   1 |
14 LP_2  |                 1 1 1       1       1 1 |     |
19 Sup_5 | 1 1 1 1 1 1 1 1 1 1             1 | 1   |
16 Sup_3 | 1 1 1 1 1 1 1 1 1 1 1 1 1 1     1 | 1   |
18 LP_4  | 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1   |   1 |
        -----------------------------------------
17 Sup_4 |         1     1 1 1     1       1 1 |     |
15 LP_3  |           1     1   1       1     1 1 |     |
        -----------------------------------------
```

Figure 2. Central and peripheral organizations in the ego-centered network

The matrix is divided into four blocks: (1,1), relationships among central actors; (1,2), relationships of the central actors with peripheral actors; (2,1), relationships of peripheral actors with central actors; and (2,2), relationships of peripheral actors among themselves. The result of the matrix points to the concentration of central actors in the network, with only two organizations identified as being peripheral (Sup_4 e LP_3) , which may be explained by which may be justified by the fact that they are considered important for a focal organization located in Brazil, but not for other organizations. network. In this case, the two organizations may be part of the competition for "global purchasing power," as pointed out by Leontíades (2001) for a focal company, but may not have the same weight in the ego-centered network.

4.3 Structural Equivalence

Methods of positional analysis based on structural equivalence seek to identify actors that are approximately equivalent. In order for two actors to be structurally equivalent, the entries in their respective rows and columns of the adjacency matrix must be identical, and the Euclidean distance (for actors i and j, the distance between rows i and j and columns i and j of the adjacency matrix) will be equal to zero. To the extent that these two actors are not structurally equivalent, the Euclidean distance between them will be greater (Weymer, 2005).

Wasserman and Faust (1994) define a position as "a set of individuals in relationship networks" and a role as "patterns of relationships established between actors or positions" (p. 348). In Figure 3, the ego-centered network organizations that are structurally equivalent are grouped at the points of intersection between the lines indicating the level of structural equivalence. At these points, patterns of connections emerge that are similar to those of the total network.
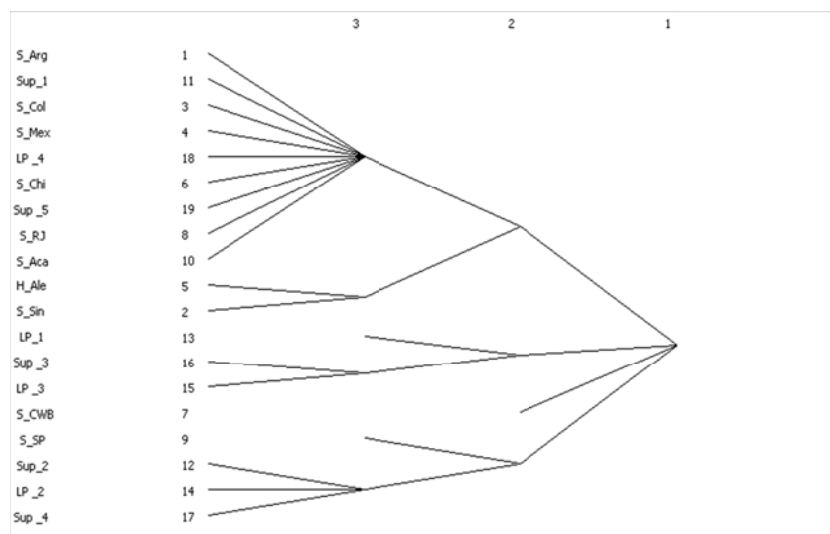
Figure 3. Structural equivalence

4.4 Centrality

Centrality is related to the access of a certain actor to the other actors in the network, considering the distribution pattern between them. A specialized reading offers different ways of calculating this in order to obtain comprehensive information about the situation under study, especially in ego-centered networks (Scott, 2000). Thus, measures of centrality and structural holes were calculated based on the symmetric matrix of relationships, as in Table 2.

The measure of degree of centrality based on symmetric connections (Knoke, 1994) indicates that subsidiary S_CWB was named by all the organizations, reflecting its strong relationship of influence on the other organizations of the network. Moreover, though some organizations were not named, the measure of centrality of proximity indicates that their probability of reaching other organizations in the network is high, since the number of steps an organization needs to reach them is low.

The degree of intermediation represented by the *Betweenness* measure shows that there are central intermediate organizations with the capacity to influence the structure of the network. They do this by controlling resources and information paths and mediating communication between pairs of nodes. The *Eingenvector* measure indicates that the *Sup_4* organization has less prestige in the network, perhaps because it is a supplier that is important for the focal organization but does not necessarily offer common inputs to the other subsidiaries of the network.

The *Effsize* measure is considered a measure of structural holes, as mentioned. The *Effsize* measure suggests that there are spaces between actors, which may mean the absence of a relationship between an organization in the ego-centered network and sources of resources or information. This is particularly observable in the adjacent relationships of the subsidiaries.

Such measures of centrality offer a way to evaluate the influence of certain organizations on the network structure through direct and indirect relationships, as well as relationships of proximity. In statistical terms of network analysis, the results obtained offer important ways to relate the degrees of centrality with dependent variables according to various data of interest.

Table 2. Independent variables of the ego-centered network

Organization	Measures of Centrality				Measure of Structural Holes
	Degree	Closeness	Betweenness	Eingenvector	Effsize
S_Arg	77.78	81.82	1.02	37.71	3.00
S_Sin	55.56	69.23	.24	28.29	1.80
S_Col	72.22	78.26	.79	35.50	2.69
S_Mex	66.67	75.00	1.25	32.31	3.00
H_Ale	66.67	75.00	1.22	32.53	2.83
S_Chi	61.11	72.00	.31	30.97	1.91
S_CWB	100.00	100.00	7.54	42.41	7.44
S_RJ	88.89	90.00	3.73	40.17	5.25
S_SP	94.44	94.74	6.52	40.38	6.88
S_Aca	77.78	81.82	2.01	36.52	3.86
Sup_1	50.00	66.67	.0	26.58	1.00
Sup_2	33.33	60.00	.22	16.62	1.67
LP_1	72.22	78.26	2.27	33.36	4.08
LP_2	33.33	60.00	.0	18.22	1.00
LP_3	27.78	58.06	.0	14.62	1.00
Sup_3	88.89	90.00	4.56	39.17	5.59
Sup_4	33.33	60.00	.22	16.24	1.67
LP_4	94.44	94.74	5.60	41.25	6.41
Sup_5	61.11	72.00	.40	30.63	2.09

4.5 Relationship Content in the Ego-centered Network

In the network under study, the focal organization has a strategic positioning focused on innovation and characterized by the nature of its telecommunications business. Although it is not possible to identify the information related to the innovation that flows in the network, the organizations in the network recognize the importance of informational exchange, as can be corroborated by the responses obtained about activities that are carried out jointly, as shown in Figure 4.
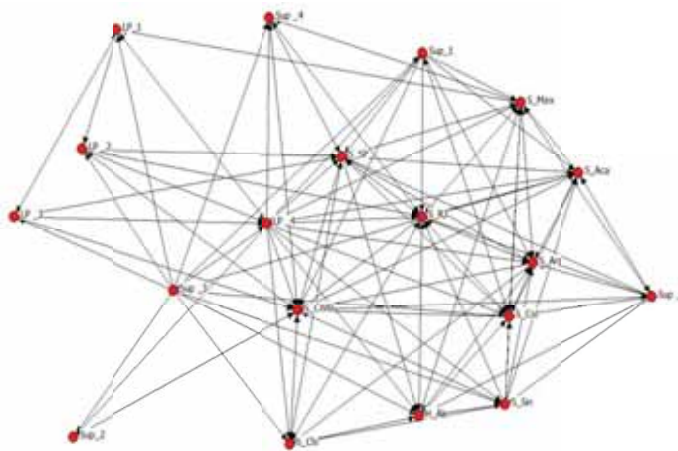

Figure 4. Activities carried out together: informational exchange

Table indicates that the organizations named most frequently are those considered important sources of informational exchange. These organizations occupy more central places in the network and can be better visualized in Table 3.

Table 3. Informational exchange

		Degree	NrmDegree
18	LP_4	17.000	94,444
9	S_SP	14.000	77,778
7	S_CWB	14.000	77,778
8	S_RJ	14.000	77,778
1	S_ARG	12.000	66,667
4	S_MEX	12.000	66,667
3	S_COL	12.000	66,667
16	Sup_3	12.000	66,667
2	S_Sin	11.000	61,111
10	S_aca	11.000	61,111
5	H_Ale	10.000	55,556
11	Sup_1	9.000	50,000
19	Sup_5	9.000	50,000
6	S_Chi	8.000	44,444
17	Sup_4	9.000	50,000
14	LP_2	6.000	33,333
13	LP_1	6.000	33,333
15	LP_2	5.000	27,778
12	Sup_2	3.000	16,667

Source: Survey data

According to Borgatti, Everett, and Freeman (2002), *the degree* indicates the number of direct relationships between organizations. It is also one of the elements for calculating centrality. The third column, represented by *NrmDegree*, indicates the degree of centrality divided by its possible maximum value, expressed as a percentage. In this case, of the first 10 companies in the ranking, eight are subsidiaries, one is a supplier, and another is a logistics partner.

The presence of subsidiaries in the top 10 seems to be a natural trend for organizations that are linked to a parent company and that have common long-term global goals. It is worth mentioning here that the company most frequently named concerning information exchange was logistics partner *LP_4*.

This centrality can be explained by the fact that the company is a global player, is of French origin, operates in the logistics field, and serves almost all the organizations in the network (94.44%) in the international arena. As it is a logistics services provider, the content of information exchange is related more to negotiation than to the integration of knowledge, which has implications for the adaptations of partner organizations concerning innovative activities.

Another important piece of complementary data is related to the contribution of relationships to product innovation for each company.

Table 4. Contribution to product innovation

Very low	33%
Low	28%
Mid-range	23%
High	8%
Very high	8%

Considering the total number of effective relationships in the network, the perception of each company when dealing with its peers has little direct influence on the innovation of new products (61% of survey responses were between "low" and "very low"). Only the subsidiaries from Singapore and Germany acknowledge receiving high levels of contributions from certain Subsidiaries. Additionally, worth considering is the organizations' influence on entry into new markets, which can be visualized in Figure 5.
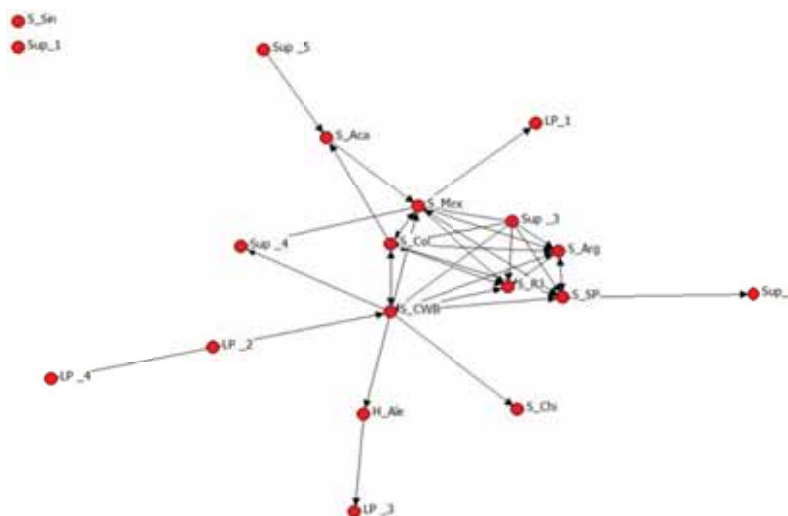
Figure 5. Entry into new markets

There is significant dispersion in the network. The exploration of new markets is concentrated in South and Central America. This finding requires a caveat, since this survey question was related to the variable "joint activities," which presented options of policy action, information exchange, cost reduction, social activities, and entry into new markets. The subsidiaries in Curitiba/Brazil, Mexico, and Colombia received ten, nine, and seven identifications, respectively, as important partners for entry into new markets.

According to the primary data, one of the companies held approximately 65% of the cellular market in Brazil before the joint venture, with two factories in Manaus and three work shifts, in addition to distributing products to the rest of Latin America. Despite this significant participation in relative terms, the company represented only 5% of the global market overall, and therefore, shut its operations.

5. Conclusions

This article aimed to identify the relationship structure of an ego-centered network by examining a transnational focal organization in the telecommunications sector with an orientation toward innovation, through the dimensions of density, centrality, structural equivalence, and relational content. The capacity for innovation with global perspectives seems to be a crucial factor for telecommunications companies, which are immersed in an extremely connected context, in terms of their strategies and their impact on other sectors of the global economy due to their inherently transformative nature. In this scenario, network analysis is useful as a comprehensive way to understand the complexity that permeates the process of innovation, beyond the borders of the organizations themselves and beyond their local markets.

Organizations are so enmeshed in relationships with other organizations that their behaviors are continually influenced by their social relationships. In this sense, the main theoretical contribution of this study is identifying the relationship structure of a transnational ego-centered network oriented toward innovation, with the aid of a statistical tool that allowed for objectivity. We examined the underlying concepts of network innovation with network analysis used as a research method.

It is important to note that information sharing is not always a decisive factor in innovation from the network perspective. The reason seems to relate to the global strategic positioning of the matrix, which may consider the most innovative products to be those with worldwide scope and not just with local/regional interest. Moreover, the position of organizations with regard to distance and pathways to other organizations in the network can influence the network's capacity for innovation, conditioned by the strategic positioning of the focal company, as was the case for the company examined in this study.

Although these findings are subject to limitations of their statistical and methodological generalization, especially with regard to the boundaries of interorganizational networks, their analytical perspective could be deepened and broadened via critical reflections suggested by this study. Replicating this study using more qualitative data could improve the level of analysis through the triangulation of data and a deeper exploration of the content that flows in social relationships.

Another recommendation is to expand the number of organizations in the network, including clients and other

organizations in the same social context. This would allow for not only an analysis of dyads but also a structural analysis enabling the inclusion of other relevant information available from the network analysis technique. The structural properties of the network could be considered independent variables and be related to other variables, according to the interest of the researcher.

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Poverty Alleviation through Empowerment with a Focus on Partnership: A Case Study of Iran

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Abstract

Empowerment in the area of poverty alleviation, beyond being a partnership for improvement or progress of the performance, means accountability for the prioritized needs. As to empowerment, the approaches are mostly confined to motivational level or organizational and institutional reform. Based on this general approach, Iran has also drawn up many empowerment programs and implemented them through Imam Khomeini Relief Foundation (IKRF), the main supporting organization of the country. Pursuing the empowerment projects on the basis of this limited approach has been the source of instability for such projects. Evaluating the empowerment projects of Iran focused on poverty alleviation, developed and embedded in the broad programs of the IKRF, the study aims to identify the components of a pattern of empowerment for poverty alleviation through a social approach. Finally the proposed strategies are formulated based on three centers of active participation of the poor, strengthening inter-organizational relationships and defining an advisory role for supporting organizations to decision-making bodies. The methodology was descriptive-analytical and the data collected through direct observation and interviews with experts and academic elites and collecting questionnaires. Delphi Questionnaire was filled by the sample population in two categories of managers and experts of the IKRF and the clients. The Snowball technique was applied for identifying the size of the sample. The research questions were responded through SWOT analysis.

Keywords: empowerment, IKRF, partnership, poverty alleviation, self-sufficiency

1. Introduction

Nowadays one of the main objectives of development is increasing the empowerment and promoting development by the people. This goal is pursued by expanding and improving the capability and potential capacities of the society. Meanwhile, the voluntary participation of people in the process of promoting capacity is of significance in advancing development. Decentralization and devolution of authority are the two concepts usually considered in empowerment (Chambers, 2014). Public participation can guarantee stability, make the development-oriented activities more effective and help build local capacities. But encouraging public participation requires different practices and methods as well as different expectations, which people should be aware of them. Strengthening social cohesion and ensuring the principle of justice and social satisfaction are being emphasized as the main features of empowerment; this issue is of vital importance in regards with the poor segments of society. Responding to the overriding needs and creating a mechanism to involve the poor in the process of planning and building problem-solving skills, have to be at the center of attention.

There are many definitions of empowerment among which the following can be noted: Empowerment means delegating authority to people in an organizational position, which more than anything else, implies the will of the person to take responsibility and accountability; or it can be defined as delegating legal power and authority, commissioning and granting power. Empowerment is also defined as the groundwork for increased dialogue, critical thinking and activity in small groups (Lee, 2013). To develop plans and programs that are closely related to the local needs and status of communities, the labor force and human resources must be constantly engaged in the planning, funding, implementation and evaluation of development projects, and also contribute in fostering development by their behavior and decisions. Following such an approach, planning and management would be a bottom-up process and based on empowerment, with an emphasis on human resources, social capital and

participation of the every district residents (Bandura, 1995). Accordingly, human beings, as active creators, contribute in the process of initiation and shaping of development.

Empowerment also means increasing the power of individuals and groups where individuals, families and communities can take action to improve their situation. In other words, empowerment is a dynamic flow of power within the society. Intrinsic motivation, perception and commitment, job structure, transfer of power and sharing resources and information constitute the main components of empowerment (Robbins, Crino, & Fredendall, 2002). In light of empowerment, the ability and competence of people will be employed in order to improve and increase productivity, growth and development of the organization and workforce (McNamara, 2001). Thus, a genuine bottom-up approach of empowerment is expected. Mechanical instilling of the concept of empowerment in society, without considering the social and cultural context, would reduce its impact. Furthermore, since it is not rooted in the social fabric, it would definitely be short-lived in terms of sustainability. Empowerment requires strengthening the accountability of individuals, which is attainable in light of confidence-building and breaking hierarchical thinking. In this approach, the population, organizations and civil society are the main agents of development process (Mayer, 2008).

The approach to poverty alleviation in the last three decades in Iran, at least at the level of strategic plans of the government, could be regarded as a move from meeting the basic needs to local empowerment and participation; this transition is based on identification of the basic needs of development and recognition of the necessity of providing social services and delegation of some small development projects to non-governmental organizations, by local communities in accordance with local capacity.

Iran's Fourth Five-Year Development Plan (2005-2009) (Planning and Management Organization, 2004) also had particularly emphasized on job security, promotion of food and nutrition security, equal opportunity and access to education, employment, investment, paying special attention to deprived areas and increasing their income, targeted subsidies, improving the supply of basic needs of the population and ultimately reducing poverty through empowerment programs for underserved and low incomes populations. Iran's Fifth Development Plan (Planning and Management Organization, 2010), aiming at empowering needy individuals and groups, especially female-headed households and the needy disabled, set its agenda priority on the empowerment of at least 10% of families covered by supporting organizations, with the exception of the elderly and the mentally handicapped (Paragraph B, Article 39).

The existence of this legal background for empowerment and poverty alleviation provides an important opportunity for organizations that are active in this area. Imam Khomeini Relief Foundation (IKRF), as the major organization in the country working in this field, having focused on the concept of empowerment, seeks to achieve the goals of poverty alleviation programs. IKRF essentially has to design its programs and advance its goals through being placed under such upstream documents. However, the problem is that the poverty alleviation programs are less attached and linked to the National Development Plans of the country. To be precise, the required organic relationship between Development Plans and empowerment and poverty-oriented programs of the IKRF can be rarely observed. Actually, the main concern of the Five-year Development Plans of Iran is knowledge-based development with an emphasis on industrial production, which is less considered in empowering the clients of the IKRF.

This problem is actually linked to another deficient structure, namely lack of infrastructure, which makes not only the private sector but also the government to have less effective presence in investment at deprived areas due to the lack of minimum requirements of living in such places. On the other hand, the main focus of the development programs of Iran is mostly industrial development, however, investment is normally being attracted in areas where the required grounds are prepared and ready. This leads to exacerbation of imbalances; In other words, as a result of existing deficiencies and lack of facilities, skilled manpower and investment attraction would not have a significant presence in deprived areas. So the cycle of underdevelopment will be exacerbated and poverty would be reproduced.

The IKRF, as the largest supporting organization in Iran, follows human development strategies for empowerment and poverty alleviation under the following themes: strategy towards meeting the basic needs, poverty alleviation via offering microcredits by institutions, microfinance and local funds' development, raising income levels, creating income opportunities and improving the quality of life of the rural poor. To achieve this important goal, IKRF pursues the participation and engagement of people in the safety-net programs which, presented under the heading of empowerment, increase the success degree of such schemes.

Promoting skills, knowledge and motivation play a significant role in empowering individuals. Knowledge and skills' development is the trump card of the knowledge-based organizations. In this respect, by creating a sense

of control over the implementation of tasks and activities, empowerment fosters a sense of responsibility and accountability. During the last three decades, IKRF, considering its charter and mission statement, has organized ongoing activities for self-reliance and empowering needy individuals and poor families. This is particularly being pursued in the form of self-sufficiency programs. Self-sufficiency schemes are offered either in the form of loans and grants paid to the households covered by the IKRF, for carrying out activities like carpet weaving, woolen cloth weaving, knitting, sewing, handicrafts and keeping livestock or through short-term and long-term training and employment counseling as well as job finding. Activating capacities and social potentials as well as proper and proportionate use of social partnership, necessitates adoption of an engagement strategy to empower the poor through development of social partnerships.

2. An Introduction to the Case Organization: Imam Khomeini Relief Foundation (IKRF)

The Imam Khomeini Relief Foundation was established in March 5, 1979, for unlimited period, to provide support for needy people and poor families and also make them self-sufficient. The headquarters of IKRF is in Tehran and it has branches in almost all cities and towns of the country. The organization has a Central Council, the highest decision-making body, which is responsible for all affairs of the IKRF. Head of the IKRF as the Chief Executive Officer is also a member of the Central Council and implements all the resolutions adopted by the Council. The General Office in each province serves as the coordinator and supervisor for the affairs of main branches located in the cities and municipalities.

The number of people covered by the Imam Khomeini Relief Foundation in Iran is 4,500,000. Of these 1,500,000 are elderly people and about 800,000 are students and female-headed households. In addition, almost 3,000,000 people receive case-specific services of the IKRF.

The Relief Foundation supplies the required resources for its aid programs via donations, local incomes, religious payments, contributions by organizations and institutions, aids of the charities and factories, revenues from economic activities and governmental funds. In addition, running various ceremonies such as charity celebration, a celebration of affection and religious festivals, the Relief Foundation collects donations from people and then distributes them among needy groups and individuals. In order to better realize its goals and fulfill its potential and actual capacities in external environment, the IKRF has associated with charities and non-profit associations and organizations inside and outside the country (Report of the IKRF performance on social affairs, 2014).

2.1 Objectives and Mission

The activities of the IKRF cover all areas of cognitive, counseling, advocacy, empowerment and executive affairs. In this regard, the main functions of the organization are as followed (IKRF):

- Identifying and understanding the material and spiritual deprivations of the poor, providing their basic needs and improving their lives;
- Reviewing and proposing policies, operational strategies, plans, programs and practices to address the deprivations of the poor, to the competent authorities and carrying out follow-up measures for their realization;
- Providing the required facilities in order to make individuals and families self-sufficient through creation of employment, granting loans and providing vocational training;
- Facilitating the delivery of health and medical services as well as providing vulnerable classes with health and social insurance, to the extent possible and within the framework of applicable laws and regulations;
- Pension payments (cash and in-kind contributions), interest-free immediate loans, helping with repair and supply of housing, marriage and dowry requirements;
- Supporting individuals and families in need faced with problems caused by accidents or natural and unnatural disasters;
- Offering advice, assistance and necessary legal support and services to less fortunate individuals and families;
- Ongoing support from people without caretakers;
- Providing support services for the needy elderly (60 years and older) in rural and tribal areas;
- Offering loan facilities including self-financing loan, allocating capital, creating the atmosphere of self-sufficiency, providing tools and work equipment and providing technical and vocational training to create job opportunities;
- Creating the opportunity for continued education of children and promoting the scientific and cultural level of the people covered by the IKRF.

2.2 Empowerment Programs of the IKRF

Empowerment schemes of the IKRF are mainly identified in the form of self-employment programs. With this explanation, according to the reports of this organization, during the period of 2001 to 2007 only 44000 households became self-sufficient via the self-sufficiency programs. This means that less than 3% of the households which enjoyed self-sufficiency facilities of the IKRF, turned to the status of self-sufficiency and their pensions were cut. Another important point is the number of households became self-sufficient, which shows a decline of 6674 in 2001 to 2268 households in 2007(IKRF Center for Planning and Information Technology, 2008); this is while the number of households being covered by such schemes during the same period, enjoyed the average annual growth of 15% and have increased from about 147000 households to more than 238000. In addition, the proportion of households being self-sufficient among the total number of households receiving loans, decreased from 4.5% in 2001 to about 0.7% in 2007(Karimi, 2009).

Based on the empowerment programs of the IKRF, by the end of 2007, 117800 households and during the six-year period of 2008 to 2013, 271000 household clients have been removed from this cycle. However, the anticipated number of self-sufficient households through the active schemes had to reach 930700 by the end of 2013. Thus, a wide range of the programs of the IKRF had little impacts and benefits for the families. Since every year a significant amount of the financial resources of this organization is being spent for creating job opportunities, education and employment for clients, the evaluation of the success of varied self-sufficiency schemes of the Relief Foundation and finding ways to improve and increase their productivity is of utmost importance(IKRF Center for Planning and Information Technology, 2013).

2.2.1 Education and Employment

Reviewing the performance of IKRF in the field of education and employment in the ever-changing environment it becomes apparent that IKRF is facing a lot of challenges and in order to improve its performance must overcome them. For instance, education for the purpose of empowerment should be aimed at promoting job skills tailored to the needs of the future market. Such an approach can enable the clients to find sustainable and secure jobs. This is while most of trainings, such as rug and carpet weaving, face lower demand for labor force and therefore cannot provide an opportunity to get out of poverty.

From the total trainings provided in 2013 to 406636 people (long-term vocational trainings: 90,885 people, short-term vocational trainings: 260687 persons, vocational trainings for high school students: 37852 students and master-apprentice trainings: 17212 individuals) only 37461 people have been successful in employment (IKRF Center for Planning and Information Technology, 2013). This is despite the fact that their education was entirely targeted based on the number of people anticipated to enter the labor market.

2.2.2 Microcredits

In reviewing programs and initiatives of the IKRF, the significantly visible fact is that, planning to take the poor out of the circle of poverty by empowering them is in the form of microfinance. Based on a new concept of poverty alleviation, one of the main ways of the supporting organizations for rehabilitation of people is through self-employed loans; a solution which is known as microcredit. The credit is used for creating at least one new small business or developing the existing one.

The goal is that the people who already possess the ability to perform activities of economic benefit even very small ones, but for various reasons are unable to get bank credit, could improve their activity and raise their incomes by having access to such funds. Here, the credit will be granted to the people who, despite being poor, are capable of setting up and managing small businesses, and repay the credit from their income. Granting these credits should be accompanied by financial facilities for investment, exemption from insurance and tax and offering consultancy services on business, job training and feasibility studies.

2.2.3 Self-Employment Loans

The total granted loans of the IKRF during a period of six years from 2001 to 2007 increased from 65% to 81%. In addition, this organization annually spends certain amounts to create self-sufficiency spaces, providing technical and vocational trainings and running training workshops. During this period, almost 468000 loans was given to clients for creating new jobs, however, only about 44000 families became self-sufficient through the implementation of these projects. In other words, on average, for every 11 loan, there was one case of self-sufficiency. Comparison of the average amount of granted self-sufficiency loans with the average capital required for a permanent job, is another index which could be used to compare and evaluate the quality of jobs created by the Relief Foundation. Furthermore, comparison of the average amount of self-sufficiency loans granted to clients in different years with the average required investment to create jobs in other sectors, indicates

that the loan amounts were much less than the amount they could create sustainable jobs.

For example, in 2006 the payable loans by the Fund for Supporting Careers of the Ministry of Labor and Social Affairs of Iran was 10000 USD; however, in this year, an average of 2400 USD was paid to clients(IKRF Center for Planning and Information Technology, 2009). Also, according to a report by the Deputy for Strategic Planning and Monitoring on Quick Impact Projects (QIPs), the average credits offered in 2007 were about 6300 USD for self-employment projects, 9200 USD for projects in agricultural sector and 16300 USD in mining industry. This is while during the same year, the average credits paid for self-sufficiency programs of the Relief Foundation was 4200 USD, which is roughly equivalent to one third of the average capital necessary for creating a sustainable job opportunity(Deputy for Strategic Planning and Monitoring of the President's Office, 2007). Consequently, the jobs created with very little capital, would not enjoy the necessary stability and cannot suffice to cover the costs of a typical household. This is one of the main reasons of the failure of self-sufficiency goals in regards with the majority of IKRF-covered households. It should be noted that from 2009 to 2013, such loans increased averagely 0.8% in terms of numbers and decreased 40.8% in terms of the amount(IKRF Center for Planning and Information Technology, 2013).

2.2.4 Sustainability of Jobs Created

A permanent and sustainable job that meets the living expenses can be a secure source of income for households. The type of jobs created in QIP projects and the comparison of the average loans paid through self-employment schemes with the cost of creating a job opportunity, are the two indicators of the quality of jobs created within the self-sufficiency plans of the IKRF. Self- sufficiency loans are relatively of high diversity but the biggest share of them is dedicated to livestock, agriculture and horticulture which all have lower return compared with industrial activities and services, and in addition, those working in this sector are lower paid than workers in other sectors (The Annual Statistical Reports of the IKRF during 2009-2014 acknowledge this claim).

Given this context of opportunities and threats, this question would be raised that how far the protectionist approach and empowerment policies of the IKRF proved to be fruitful? And to what extent the performance of this organization has reduced the number of the poor? Here, based on a set of strengths, weaknesses, opportunities and threats recognized by experts, elites and clients about the performance of IKRF, the attempt has been made to identify sound and effective strategies to take advantage of the strengths, avoid the threats, seize the opportunities and reduce the vulnerabilities.

3. Methodology

In order to identify the most effective strategies to promote the performance of Imam Khomeini Relief Foundation, SWOT analysis is used. In strategic approach, SWOT, is the best technique to analyze and guide the environment (Yüksel & Dagdeviren, 2007) and is considered as a management tool in developing operational strategic programs (Amin, Razmi, & Zhang, 2011). This method is a general tool for analyzing the internal environment (strengths and weaknesses) and external environment (opportunities and threats) and a systematic approach toward the issue which helps in decision-making positions (Wheelen & Hunger, 1995).

The main internal and external environmental factors that can affect the future of an activity are considered as strategic factors, which are being listed in a summarized form within the method of SWOT analysis (Kajanus, 2001);(Kajanus, Kangas, & Kurttila, 2004).

SWOT analysis is used to identify internal strengths and weaknesses as well as external opportunities and threats faced by a system. The logic of the approach is that an effective strategy should maximize the system's strengths and opportunities and minimize its weaknesses and threats (Amin et al., 2011). After identifying the internal and external factors and evaluating them, the status of the Imam Khomeini Relief Foundation is discussed. The next step was to determine effective strategies for strengthening the organization in achieving the goals which are set based on the influential factors.

In the process of collecting Delphi questionnaires, the sample population was classified in two different groups: a) 14 questionnaires filled out by managers and experts associated with the organization, b) 15 questionnaires completed by professionals and academic scholars. Based on areas of research, it was requested from people familiar with the subject matter of research in universities and various specialized institutions, to introduce qualified and experienced experts in other research institutions as well.

To collect data for this study, direct observation, field study and survey method, interviews with experts and academic elites and questionnaires in the form of Delphi method were applied.

4. Analysis of the Findings

In this section, the data collected by SWOT analysis, were categorized in groups of internal and external factors that affect the performance of IKRF. After determining the internal factors (strengths and weaknesses) and external factors (opportunities and threats) and classifying the data, analysis of the impact of each factor on the performance of the organization was carried out. The purpose was to find out how the identified factors are significant in the process and future direction of poverty-oriented and empowering measures of IKRF and would lead to what kind of strategy for this organization.

4.1 Internal factors

4.1.1 Strengths

- clear organizational goals
- commitment of employees and their high spirits to participate and respond to the needs of clients
- branches and multiple offices in the provinces
- updated information on the concerned problems and the target population
- wide range of supporting services
- acquiring an acceptable social capital and network communications in support of the poor within Iran's social system
- ability in carrying out projects to stimulate and apply religious traditions in favour of the poor

4.1.2 Weaknesses

- budget deficits, lack of resources, credit failures
- unnecessary expansion of organization resulting in extra costs
- non-statutory spending under poverty-alleviation programs
- inadequate advertising
- shortage of personnel
- generalization of supporting programs for empowerment, despite the different environmental structures
- lack of a coherent and guiding definition of the target population
- prevalence of protectionist attitudes and ignoring the causes of poverty
- insignificance of research and study in IKRF and the minor role of research in the promotion and improvement of the organization's programs
- disproportion between organizational structure of IKRF and its defined goals
- lack of planning and scheduling to achieve the goals
- mismatch between educational level of employees and their functions and their organizational positions
- lack of skilled experts and professionals in the training system of human resources
- lack of optimal utilization of communications and external relations
- predominance of emotional aspect over vital aspects of supporting the poor
- nonexistence of systematic relationship between collecting feedbacks and developing reform strategies
- lower utilization of science and technology in the Foundation's programs compared with other organizations
- inadequate compliance of empowerment programs with National Development Plans
- inefficiency in fulfilling a regulatory function

4.2 External Factors

4.2.1 Opportunities

- favorable view of society and the local trustees towards supporting the poor
- potential capacity to expand social insurance coverage for villagers and nomads
- availability of various partner organizations and institutions in the community; potential to solicit participation of fellow groups
- multiplicity of appropriate incentive measures on the basis of religious ideas in order to improve the absorption of community support
- participation of target groups, particularly in employment and empowerment
- positive attitude of the government and authorities in supporting the poor
- presence of upstream policies as well as convenient and efficient development programs to empower the poor
- anticipation and expansion of preventive systems against personal and social damages within the development programs of the country
- technological and communication capacities

4.2.2 Threats

- mass unemployment as the main problem of the country
- abundance of clients and annual increase of the new cases
- failure of microcredits in empowering
- geographical distribution of the target group and the age composition of the target population
- low literacy rate of the target population, and little awareness of their needs
- limitation of the number of institutions offering educational and social services
- shortage of specific supporting organizations in small deprived towns
- inefficiency of evaluation and monitoring system
- lack of development infrastructures in some areas
- existence of some prevalent and influential elements involved in the exacerbation of poverty in country including addiction, divorce, illiteracy, lack of social skills, the imprisonment of the head of households, physical and mental disabilities and accidents
- disorganization of supporting charities and NGOs in the country
- parallel functions of the institutions operating in this field and undermining of the potentials for dealing with poverty

Executive programs of IKRF for poor people are generally designed based on protectionist attitudes. Dominance of protectionist attitudes and paying little attention to the roots of poverty and the inadequate environment surrounding the poor, lead to widespread inaction and irresponsibility, either obviously or implicitly. Meanwhile, activating the objects of the target population in education and employment programs in order to empower clients has almost been ignored. In order to address this damage, shifting the approach towards enhancing participation of the poor and extending their capabilities is of great importance. For the purpose of attaining this main goal, the needy people must be grouped and organized in the form of social organizations, while in the light of participatory planning for more active participation of the poor in decision-making and implementation of poverty-oriented programs, the accountability of the poor should be enhanced. At this stage, the poor must be encouraged to design plans for their lives, and the roles and responsibilities should be transferred to them.

The lack of precise definitions of poverty, poor, empowerment and poverty-alleviation is another challenge that disturbs the consolidation of empowerment and poverty-alleviation programs of IKRF. Therefore, there is not a sound basis or a consensus to provide appropriate solutions. To be more precise, lack of coherent and directive definitions has made ambiguities in the strategies. Hence, it is essential to have clear definitions of concepts and the related problems so as to be able to develop and implement appropriate strategies to deal with them.

Empowerment programs of the IKRF are designed with a narrow atomistic view whose area of coverage are developed on the basis of traditional economy with less attention to the macro-economic structure defined within the Development Plans of the country. The resulted employments or empowerments would have an unstable future which due to the lack of organic connection with economic foundation and development programs of the country, will not enjoy the overall support of the Development Plans either.

Therefore, it is recommended to adopt a precise definition of poverty-oriented, support and empowerment programs. In addition, while the main concern of 5-year Development Plans of the country is knowledge-based development with an emphasis on the industrial production sector, the areas of support and empowerment schemes of Relief Foundation are focused on non-industrial fields. Avoiding to do any adjustment between empowerment initiatives and development programs, it appears that supporting and developing the traditional economy would be unstable. Therefore, expanding market-based programs as a guiding element for economic empowerment activities is emphasized.

Annual increase in new clients' cases, shortage of personnel and credit limits are the main challenges of the organization in realization of poverty-alleviation plans. Not-so-transparent performance of IKRF on the one hand, and spread of beggary on the other hand, have led to the loss of social capital and support of the advocates of this organization. Thus, the budget deficit and required funding to implement poverty-oriented programs of IKRF have been a principal concern of the management of this organization.

If executives in different levels, do not provide sufficient reasons for the future success of poverty-oriented and empowering programs and projects, people would not have the required incentive to spend their time, energy and facilities to implement them. The people will not support such programs nor actively participate in their implementation. Involving more comprehensive range of social forces in the form of civil societies for the realization of anti-poverty programs provides the organization with good executive leverages to advance its objectives. It also is a way to compensate for the lack of funding and shortage of manpower. Therefore, IKRF

should provide the grounds for participation of local stakeholders in the formulation and implementation of poverty-oriented and empowerment programs.

The large organizational structure of IKRF has also resulted in higher costs; considering the problem of resource deficits, this would be a major challenge for achieving the goals of the Foundation. Thus, any proposed strategy must be devised on the basis of the two following principles:

The first principle is taking advantage of the potential of a vibrant civil society; this is feasible and possible by the existence of numerous pro-poor agencies as well as through institution-building among the clients to carry out projects. The second one would be taking advantage of the benefits of interagency relationships in order to transfer a major part of the costs to other organizations, including social security insurance to Social Security Organization. In short, faced with vast number of roles to be played for poverty alleviation and empowerment, IKRF should focus on institution-building, outsourcing and enjoying the inter-organizational relationships so that on the one hand, could benefit from the specialized function of each institution and on the other hand could avoid from being involved in the cost-related bureaucratic issues, specifically as to the areas where the personnel and administrative expenses should be the least.

Weakness of IKRF in employing inter-organizational relationships is another serious challenge of this organization which leads to parallel, overlapping activities and failure to use the potential of organizations and institutions involved in the fight against poverty .Imam Khomeini Relief Foundation always complains about finance deficits as an obstacle against the full realization of its programs. This is while parallel activities of the institutions involved in the issue of poverty alleviation and empowerment, have undermined the potentials in dealing with the poverty. For example, in some cases, refusal of support by Social Security Organization has enforced IKRF to take the responsibilities of measures in this area too. In this case, Social Security Organization must provide conditions which enable the poor to be covered by insurance with appropriate tariffs; accordingly, a lot of people would be automatically removed from the IKRF list, since for them, the only reason to enter the IKRF system is their inability to pay their medical expenses.

Another issue in this area would be the necessity of taking advantage of the potential of reputable scientific centers for improvement and continuous promotion of the performance of IKRF. This, more than anything, needs to outsource research projects and take advantage of potential academic institutions. Thus it is recommended that the policies of the IKRF be directed towards defining poverty alleviation as a social problem, thus actuating and enjoying the potentials of institutes and universities to identify means to empower the poor and implement poverty alleviation projects. Undoubtedly, establishing an organic and logical relationship between Relief Foundation and other civil society and government bodies is one of the strategies to promote the capability of IKRF in the realization of its goals.

5. Strategies

Strategies are being developed in order to achieve a more favorable position. Strategies include a series of special actions needed to provide policies. In case of IKRF, strategies can determine what kind of supports should be developed in specific places and which policy should be adopted to use the facilities and services in the best way for the benefit of the clients. In SWOT analysis, after identifying the internal and external factors and determining their degree of significance as well as the overall situation of this organization in terms of these two factors, effective strategies must be formulated. Having analyzed the situation, in order to map out the strategies, it is required to create strategic balances between opportunities and strengths as well as threats and weaknesses. Strategies are being drawn up based on a combination of four factors involved in the strategic planning; whereas during this process, some strategies may overlap each other or be executed simultaneously and in harmony with one another. The following strategies, effective in optimizing the performance of IKRF, are classified in four categories of strategic balance:

5.1 SO Strategies (Aggressive Strategy): To Exploit the Opportunities Utilizing the Strengths

- Regulating and developing cooperation and strengthening inter-organizational relationship with parallel organizations like Social Security Organization, State Welfare Organization and municipalities, in order to share and cooperate in the implementation of the wide range of supporting services that IKRF lacks the necessary resources to fulfill them.

- Networking and strengthening linkages with NGOs and community-driven organizations to exploit the benefits of participation of local communities in poverty alleviation and empowerment.

- Outsourcing and reducing the responsibilities of the IKRF in order to manage costs and shortage of specialist personnel.

- Strengthening social capital through advertising and publicizing information about supporters and those who help the poor.

- Developing mechanisms to derive benefit from civil monitoring

- Encouraging a culture of accountability, documentation and self-assessment of the charity entities

5.2 WO Strategies (Review Strategies): To Reduce Vulnerabilities by Taking Advantage of Opportunities

- Setting up collaborative mechanisms to delegate responsibilities and roles to the poor in conducting supporting programs; this would increases the degree of success of such projects.
- Decentralization and setting up a mechanism for assigning roles to local stakeholders in planning, implementation and monitoring.
- Increasing transparency and accountability in terms of financial information and performance reporting: considering the sensitivity of the community, whether the support groups or the clients' group, this would play an important role in attracting and keeping their advocacy.

- Creating feedback mechanisms to identify and respond to stakeholders' expectations of IKRF.

- Outsourcing research projects to scientific centers to deepen the performance of the IKRF.
- Improving the human resources of Relief Foundation, as the main agent of providing services, in order to empower the organization at individual, team and organizational levels, through teaching, learning, innovation and continuous improvement.
- Designing programs for poverty alleviation and empowerment within top universities and colleges in order to take advantage of the academic abilities and prevent the spread of bureaucracy or imposing ongoing costs to IKRF.
- Moving from supplying basic needs towards local empowerment and participation with the support of inter-organizational relationships and utilization of capacities of scientific and research centers.
- Motivating the private sector beyond mere traditional philanthropy, so as to mobilize all community facilities in poverty alleviation and empowerment; this would contribute in benefiting the poor while meeting their needs.

- Taking advantage of technological capacities to mobilize resources and accelerate service provision.
- Aligning poverty alleviation programs with National Development Plans for using the potentials of the legal structure and enjoying the outcomes of development.

5.3 ST Strategies (Diversification Strategies): To Avoid Threats and Use Strengths

- Since it is not possible to simultaneously achieve all the goals, the listed objectives need to be prioritized by importance and necessity. Then, required incentives and resources to achieve that goals should be provided.
- Improving managerial role of IKRF in the area of poverty alleviation and empowerment through giving trainings to civil society organizations and expert associations so as to improve their performance.
- Advising decision-making institutions to increase access of the poor to the markets, and adopting policies against local and national discrimination.
- Actuating religious and cultural institutions in poverty alleviation activities in the form of workshops at schools, universities and cultural centers.
- Giving advice to decision-making institutions to design programs to balance development in different regions and investment in deprived areas.
- Compiling scouting reports of IKRF in the field of poverty alleviation and empowerment, and acting as the monitoring entity over the measures and activities of state institutions in this area.
- Organizing, developing and monitoring the local partnerships supporting the disadvantaged.

5.4 WT Strategies (Defensive Strategies): To Reduce Weaknesses and Avoid Threats

- Strengthening insurance-based approach in support affairs; offering comprehensive and efficient insurance as well as quantitative and qualitative expansion of the social security system and health insurance services would provide the foundation for improvement of the business environment and reduction of risks of economic activity for the poor.
- Strengthening the technical advisory role, particularly in developing long-term plans of the government in the field of structural handling of poverty and empowerment.
- Given the concentration of poverty in border areas, expansion of economic activities in the border areas and southern coasts and islands via utilizing the country's foreign trade capacity.

- Development of cooperative sector to enhance the ability of clients in a coherent structure with the aim of empowering them.
- Providing trainings to promote job skills tailored to the needs of the future market, enabling the poor to find stable jobs in future.
- The poor, especially those who are able to work, have to be actively involved in the process of poverty alleviation.
- Appointment of IKRF as the main agent of educating subsidiary bodies in the field of poverty alleviation and empowerment as well as the key monitoring body.
- Setting up a mechanism for transparency of financial information and submitting performance report to ensure the financial health of the organization and maintaining supporters' trust.
- Coordination with Social Security Organization in order to cover appropriate social security to protect the poor from economic shocks so as to reduce new clients entering the IKRF system.
- Drawing the action plans of the IKRF in collaboration with academic and research centers, based on local and regional parameters, in order to take advantage of local and regional potentials and improve the possibilities for realization of the programs.

6. Conclusion

If we classify the approaches on dealing with the problem of poverty into three levels, namely the micro level of individuals, the middle level of groups and the macro level of structures, most of the activities of IKRF would be categorized in the micro level which is mainly based on cash payments. This issue specifically makes major problems for IKRF in the field of empowerment including vulnerability of the jobs created for households in environmental conditions, market conditions (sales) as well as rising inflation, which all need the adoption of a structured macro approach in order to be resolved. Therefore, despite the wide range of the poverty-oriented activities of the IKRF and efforts to empower its clients, the proportion of self-sufficiency in these plans is declining.

Prevalence of protectionist attitude within all supporting schemes of IKRF and failure to take note of the main roots and causes of poverty is also a missing link in the programs of this organization. In addition, the policy of financial support is of main priority and bringing about independence remains in margin. Besides, the offered trainings lack organic relationship with the context of the development of the society; most of the trainings, such as rug and carpet weaving are of lower labor demand, consequently couldn't be an opportunity to get out of poverty or provide the basis for finding sustainable jobs. At the same time, the necessities for maintaining and strengthening human resources in the areas that suffer from uneven development must be provided through adequate and wise investments. Functioning as the provider of expert advice in the field of poverty alleviation, empowerment and social justice to decision-making bodies, and acting as the monitoring entity over the performance of state institutions in this area must be taken into consideration.

Finally, enhancing the role of IKRF from being an executive agent toward a monitoring body can broker a solution to address the complex challenges that this organization is dealing with in realization of its goals of poverty alleviation and empowerment. On the one hand, multiplicity of civil society organizations working in the field of poverty alleviation and empowerment, which are often damaged from overlapping roles and parallel activities, and on the other hand, the wide range of social problems and socially disadvantaged people who require specialized services, call for a structure that strongly emphasizes on the supervisory and guiding role of the IKRF. This issue could be followed through trainings for civil society organizations working in the field of poverty alleviation and empowerment, besides organizing and strengthening civil institutions.

Promoting social capital for the purpose of poverty alleviation and empowerment of the target population is another objective that this organization should prioritize in its programs. This goal could be pursued through establishing and strengthening mechanisms to monitor charities, creating a system for recording the information of charities by themselves and encouraging charities to report and do self-assessment, and finally advertising about this system as a criterion for community support from organizations which communicate and document an acceptable report of their activities in that system. Carrying out fieldwork, once in a period of a few years, in order to evaluate the effectiveness of services and improvement of performance will be a consolidating measure. Finally, to achieve the best strategy in terms of empowerment, cooperation in research activities with well-known academic centers, transparency of performance, training manpower, taking advantage of the potential of inter-organizational relationships and deepening it, monitoring the performance of government agencies and civil society organizations active in this field and being placed within the feasibility sphere of the national Development Plans are essential.

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Sharing Life Experiences of Teenage Girl Delinquents through Life Map Sketch

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Abstract

Life map sketch is a unique technique of an expressive therapy that can be used in the process of emotional healing for clients. The purpose of this study was to explore the life experiences of teenage girls engaged in delinquent behaviour using life map sketch. Seven teenage girls from one approved school in Malaysia were selected in this study using purposive sampling. The result showed that there were some themes identified from the teenage girls delinquent sharing of life experience in this study. The themes were hardship, expression of emotion, negative behavior, meaning behind the sketch and hopeful. The use of life map sketch's technique help the participants in expressing their latent issues that they found hard to express orally. Therefore, this technique is very promising in improving the counseling services in Malaysia.

Keywords: teenage girl, delinquent, life map sketch, expressive arts therapy

1. Introduction

Nowadays, social problems or delinquency is no longer a strange thing to be heard. Delinquency is a major concern worldwide includes Malaysia. Instead, it is seen as a symptom that is widespread rapidly among adolescents in line with modernisation and technology. Delinquency refers to adolescents who break the law (Ahmed Sorour, & El Badawy, 2014). Capaldi and Shortt (2003) explained that delinquent behavior is included in the classification of abnormal behavior. Delinquent behavior may start from a less severe wrongdoing, for instance violation of school rules such as truancy, smoking and vandalism to more serious crimes such as theft, robbery, drugs, rape, possessing weapons (Choon, Hasbullah, Ahmad, & Ling, 2013; Jung & Choi, 2017), sexual activities, baby dumping, illegal racing (Sh Marzety Adibah, Melati, & Zuria, 2013) and the list goes on.

Statistics from the Department of Social Welfare has shown an increase in cases of juveniles from year to year. This increase was a concern and requires the attention of various parties. The cases of adolescents involving in delinquent behaviors in Malaysia has increased from year to year, amounting to 4801 cases reported in 2011 (Department of Social Welfare Malaysia, 2011) which later increased to 6020 cases in 2012 (Department of Social Welfare Malaysia, 2012). The number of teenage girls involved in crime has also increased from 277 reported cases to 406 cases between 2011 and 2012. The data indicated that the involvement of youth in crime and delinquent behavior are becoming more serious. Delinquency among adolescents leads to an adverse effect in community, family (Azmawati et al., 2015) and adolescent itself in terms of safety, physical health, and mental health (Jung & Choi, 2017).

In counseling, various techniques can be used to help clients, particularly adolescent delinquents such as Expressive Arts Therapy. Expressive Arts Therapy is a therapy that uses various mediums of art and creativity during the treatment process (Estrella, 2005). Expressive Arts Therapy combines several of art such as visual arts, movement, drama, music, writing and other creative processes to foster personal growth and community development. Rowe, Watson-Ormond, English, Rubesin, Marshall, Linton, Amolegbe, Agnew-Brune, & Eng (2016) defined art therapy as psychotherapy which uses the art-making process to improve social, mental, and emotional well-being. This therapy can be implemented not only in individual counseling or group counseling, but also in family counseling. This approaches also can be applied in many different situations (Riley, 1999).

In this study, Expressive Arts Therapy is used because it is a less threatening intervention for a child or adolescent (Mousavi & Sohrabi, 2014). Expressive Arts Therapy is a way for children and adolescents to express their experiences and feelings which they find difficult to express through verbal method. Adolescents are encouraged to explore their responses, reactions, and insights via pictures, sounds, explorations, and encounters with art processes. They have a lot of things to be expressed, but they do not know how to express (Thomas, 2011). Art and creativity are a form of communication that helps young people to avoid the possibility of them harboring ill feelings, or expressing those feelings in a way that could damage themselves (Saunders & Saunders, 2000). According to Sh Marzety Adibah and Zakaria (2014), the creative arts or expressive arts are a way or path that is comfortable for children and teens to communicate with adults on their internal and external issues. Expressive Arts Therapy techniques help adolescent reflect and share their life stories with other group members but also to give and receive feedbacks as well (Phey & Lan, 2012).

Most of the results from previous studies have proven that this therapy is very effective in solving various issues and complexities of life experienced by individuals. However, most of them have yet to conduct a study using Expressive Arts Therapy to get the underlying meaning during the therapy process particularly from the perspective of the subjects themselves, who were involved in delinquent behaviors. Moran (2000) believed that the essence of the experience should first be understood before any description about the phenomena is introduced. Thus, this study aims to explore the life experiences of teenage girl delinquents using the life map sketch in Expressive Arts Therapy.

2. Method

2.1 Research Design

To understand their actual experiences in the researched phenomenon, the phenomenological approach has been chosen as the design of the study. Sabitha (2005) explained that a qualitative research focused on the context of a process and how things happened in an environment (setting) to be studied. Furthermore, it is also suitable for in-depth study of activities, events and processes (Creswell, 2003). Phenomenology design is often used to focus on the life experience of the individual as a way to understand the meaning of a life experience. Apparently, the design of this study is consistent with the research purpose which is to explore and understand in depth the life experiences of seven teenage girls involved in delinquent behaviors while using expressive arts therapy through life map drawing techniques in group counseling sessions. According to Merriam (2002), phenomenology is an approach that focuses on the process of interpreting meaning and purpose of a phenomenal interaction. In general, this study focuses on internal process and phenomenal interactions of delinquent behaviors experienced by the subject; and the interaction with their experience using the therapy to determine the reality, believe that the knowledge is developed internally, as well as finding and maintaining the perspective of individuals studied.

2.2 Participant

A total of seven teenage girls between the ages of 16 and 18 who are involved with delinquent behaviors were selected as the participant. These teens were detained and placed in one of approved schools and were selected using purposive sampling. All the participants' name in this study has been changed.

2.3 Procedures

In counseling session, members of the group were given a guided imagery, which envisaged a map of the past and current journey in the lives of each member in the group. Members of the group were asked to imagine and express the image on a drawing paper. Then, they were to come up with a life map by using any creative materials that represent their journey in life. The results were then shared with other sketch group members.

2.4 Data Collection

Data for this study was collected from several sources such as interviews, observations, artwork sketch map of life and diary writing. The uses of multiple sources of data were a triangulation approach of various sources and data reinforcement (Miles & Huberman, 1994).

2.5 Data Analysis

The data obtained were analyzed through several stages. In the first stage, data analysis was performed simultaneously with the process of data collection. In this context, Merriam (2001), stressed that qualitative data analysis should be done in sync with data collection. The second stage of data analysis was based on phenomenological analysis following the procedures of Giorgi and Giorgi (2003). According to the procedure, five essentials steps were taken, namely the search for meaning as a whole, discrimination of meaning unit, the initial psychological meaning unit transfer, followed by the determination of an individual psychological

structure and finally synthesize general psychological structure.

For the interview findings, verbatim transcriptions of the chosen interviews were analyzed up to the findings of the themes. As for the mapping experience, all sub-themes were taken and linked to each other based on the experiences of the subjects through visual mapping approach. Ensuing this, the sub-categories or sub-themes for all subjects in this study were reviewed and grouped into categories or themes. A full complete list of categories and sub-themes were then sorted and arranged according to the related category and theme. In this common psychological structure, the subject's overall experiences were combined with other various individual units. Merging the full experience of all subjects for this study has produced common themes or categories that represent a full understanding of the experiences of the subjects' lives. The combination of overall experiences of all subjects in this study has produced a general theme representing a full understanding of the experiences in their lives.

3. Results

Overall, five themes were created from the analysis that reflected the experiences of teenage girls engaged in delinquency. The main themes appeared in this research are hardship, expression of emotion, negative behavior, meaning behind the sketch and hopeful.

3.1 Hard Ship

Family Conflicts.

Most of the subjects in this study had hardship in life such as bad experience with biological parents, adoptive mothers and their families. Some of the conflicts that are shared via the sketch map of life are a rocky households and broken marriages that took place between their mother and father. Salina (not real name) shared that her parents had a rocky marriage with domestic upheavals occurring all the time and that their house was burned due to the betrayal of her own father.

> *"When I was 10 years old, on January 31, 2001...mom and dad got divorced. Mom was divorced with a 3rd talaq".* (Salina)

> *"On 21st April 2001, our house was burnt. Two of my brothers were the victims and their bodies were badly burnt. Investigation revealed the cause was from betrayal".* (Salina)

Khaty (not real name) also said that while growing up, her mother and father were always fighting because her father was a drug addict.

> *"Papa asked for money from mama to buy drugs. Then mama said she had no money...maybe that answer enraged papa thinking that mama ignored him, so he hit, slapped, and kicked her over and over again in front of my eyes, I was just a kid then".* (Khaty)

Lily (not real name) also revealed that she was raised in an unstable household where her mother and father had a stormy relationship and Lily's father had married another woman. The upheaval in the family led to Lily's depression and eventually dragged her to delinquent behaviors.

> *"I also experienced being hit by papa. At the time I was eating with mama near the back door when papa came home and out of nowhere started beating mama using his belt, rubber pipe, pans and anything close to him, he would throw them to mama."* (Lily)

Rape and Molestation.

Most of the subjects also shared that they had been raped, and there are also cases of subjects being molested. Zaza (not real name) said she had been gang raped by a group of bikers whom she did not know when she was 16 years old.

> *"I was raped by a group of punks because they thought I was a bohsia like my adopted sister."* (Zaza)

Khaty too disclosed an event in her life that she could never forget through the life map sketch; she was molested by her own father.

> *"Papa fondled me from down there and made his way up. I woke up and saw him touching my genitals."* (Khaty)

> *"Papa never gives up. Almost every day papa tried to repeat the offense and failed. But unfortunately in the middle of 2004 papa finally succeeded. Papa managed to get what he wanted."* (Khaty)

Fifi (not real name) was almost raped by her friend when she was 10 years old. The event is also one of the causes for her suffering since she was accused of wanting to have sex with the boy voluntarily.

> *"When I was 9 years old, I was raped by Indian students of the same age. He and his friends had conspired to catch me while I was checking the toilets on the top floor, but only one managed to do it. It was the saddest time for me because I was accused of committing it".* (Fifi)

Abuse.

There are also subjects who shared their experiences of being abused. Lily shared her painful experience as she and her mother were being constantly abused by her father.

> *"I also experienced being hit by papa. At the time I was eating with mama near the back door when papa came home and beat mama using his belt, rubber pipe, pans and anything close to him, he would throw them to mama".* (Lily)

Rina (not real name) told that she was abused by her own mother. Her mother dumped her and never acknowledged Rina as her daughter. She suffered emotional disturbance due to the abuse until now. Kamelia (not real name) depicted her experience through a sketch map of life as a victim of abuse by her stepmother. The experience has caused a trauma in her life.

> *"I always see my mom and dad fighting in the room. I was always afraid she would hit me. Mother always beat me".* (Rina)

> *"When I grew up, I was physically abused by my mother. Mak slapped and pulled my hair ".* (Kamelia)

Sexual Intercourse.

Most of the subjects reported that they had had sex with their boyfriends. Kamelia had sex with her boyfriend where she conceived and bore a child out of wedlock. The incident left a painful experience in each of Kamelia's, Khaty's and Zaza's live.

> *"Almost every day I have sex with my boyfriend".* (Kamelia)

> *"I started to be involved and have sex at the age of 17. For 3 months I had sex repeatedly, and it was consensual and voluntary on my part. I did it with my couple who was of the same age but from a different school. We had sex at my house in the absence of my mother and younger siblings".* (Khaty)

> *"I always have sex with him because we live together in the same house. Sometimes I requested, other times he would request for sex. But mostly he was the one asking for sex".* (Zaza)

3.2 Expression of Emotion

There are some emotional issues that are shared by the subjects. They expressed feelings of hatred and anger, stress and even trauma. All of these issues were expressed by the subjects in the interviews conducted during the group sessions and in their diary writing.

Disappointment, Hatred and Anger.

Rina said she sometimes experienced feeling sick, depressed, sad and sometimes anger towards everybody.

> *"I harbor the feeling of anger. It is an attitude of mine since I was a kid until now. It always angers me when I see my mother's face. I hate her because she always beat me for no reason".* (Rina)

Fifi disclosed her experiences of seriously getting involved in various delinquent behaviors due to her disappointment, and rebelled against the treatments from her stepmother.

> *"I started getting involved with social activities beginning from the age of 13 because I was always being scolded by my mom. I became stressed therefore I tried doing something".* (Fifi)

> *"Sometimes I didn't go back for a week. When I returned home, my mother asked me why I didn't come home, I answered that I was stressed listening to her nagging".* (Fifi)

Stressed.

Lily expressed that the turmoil in the family has made her depressed and eventually led her to negative activities. Lily turned to her friends to share the problem and was influenced by her friends. Similarly, Rina too turned to her friends when she was stressed and chose her friends for reference which led her astray.

> *"I like to go out at night, shopping and hanging out with friends".* (Rina)

Trauma.

All the abuse experienced by Rina has brought about emotional disturbance until now. The events left a profound effect that made her suffer deeply and traumatised her life. Likewise, the impact of Kamelia's abused also

traumatised her.

"I have a phobia because of my ex-boyfriend. If I see men, I would not approach them". (Rina)

"My experience of being physically abused was very painful. The first time I was beaten by my older brother....I was beaten so hard it left a scar on my face and body. I was punched, slapped and pulled by the hair". (Kamelia)

3.3 Negative Behaviors

Subjects in this study shared about their negative behaviors which brought them into a rehabilitation school. Some of the participant engaged in negative activities like substance abuse, illegal racing, alcohol consumption, and violation of school rules.

Substance abuse.

Most of the subjects involved relayed their experiences with substance abuse such as alcohol, pills, drugs and smoking. Salina drew some other events that took place in her life when she was 11 years old whereby she drank alcohol with friends who lived near to her place. At that age, Salina also took ecstasy pills. Likewise, Khaty and Fifi were also involved in substance abuse of smoking, alcohol and drugs.

"Soon after, I began drinking alcohol following friends who were about the same age." (Salina)

"I dabbled with alcohol when I'm out with the perilous bikers. On weekend at night we would have a drink together. The drug that I had taken was ice baby". (Khaty)

"I used to smoke even at home. I also often went out with friends. I rarely drink alcohol. I would only take alcohol when I was really stressed". (Fifi)

Illegal racing and Perilous Biking.

Khaty's life map sketch also shows her involvement in negative behaviors such as smoking, taking ecstasy pills, illegal racing and having sex with her boyfriend.

Violation of school rules.

Peers are a major influence leading most of the subjects to continue engaging themselves in negative behaviors that are far from the norms of society. Lack of love and attention from family caused Kamelia to start mingling with friends and having a boyfriend.

"I always skip school, classes and go out with my friends. I once joined Gothic with friends. I had run away from home with friends for fear of being scolded by mom for always causing problems at school ..." (Kamelia)

3.4 Meaning behind the Sketch

Subjects described their journeys in life using the sketch map of life and shared their life experiences from childhood until they entered the Rehabilitation Centre.

Rose Tree.

Rina portrayed her life journey on a tree which ended with a rose (Figure 1). Rina described her journey on a rose tree with thorns, roots and leaves that represented meanings that linked to her life. Rina has built up expectations in the sketch map of life that one day she will become like a rose, with a scented fragrance and needed by others.

Figure 1. Rina's Sketch Map of Life

Hill.

Kamelia drew a map of her life by declaring her journey as a journey that went up and down the hills (Figure 2) to arrive at its destination. She never knew the meaning of love and affection, resulting Kamelia to lead life on her own which eventually brought her to shame.
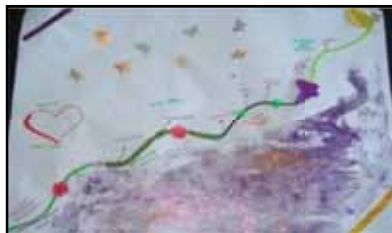
Figure 2. Kamelia's Sketch Map of Life

Roads.

Researchers found that most subjects had put those experiences that they have travelled along the way (Figure 3) which represent the past, present and future. Salina shared her stories with other members of the group based on the creativity of the sketch map of life that she produced. The creativity produced by Salina on the sketch map illustrated her life journey from childhood until she was placed in the rehabilitation center.
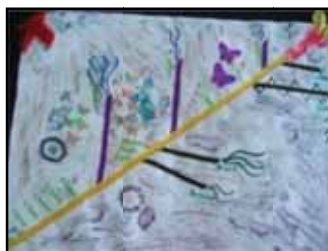
Figure 3. Salina's Sketch Map of Life

3.5 Hope Expectations

The subjects also revealed that they felt a shot of new hope after the counseling sessions using the sketch map of life.

Hope Injection.

Most of the subjects have built up hopes from the detours, obstacles and challenges they faced from their journeys before. Sharing through the sketch map of life has given hopes to the members of the group to continue to share their past experiences, better recognize, understand and get a taste of each other's experience. Rina has shown her hope in her sketch map of life that one day she will become like a rose with a fragrant smell that will always be needed and appreciated by others.

Future Plans.

From the observations, the researchers found that all seven subjects eventually made plans for the future. They realized that there were many mistakes that have occurred in their pasts and they regretted them. They are finally ready for a positive change as the realizations of their past mistakes were laid out in the sketch map of the lives that have been produced.

4. Discussion

The findings have shown a description on the scenario of life experiences of the female teenagers involved with delinquent behaviors. This study also gives teenagers chances to tell their stories.

The findings also provide an explanation on the teenagers' experiences through life map sketch technique carried out in expressive arts therapy. Obviously, the results of this study showed that the sketch map technique used in expressive arts therapy offers a non-threatening approach for individuals to express their feelings verbally and nonverbally. In addition, this creative process also allows the teenagers to face the issues and materials consciously and unconsciously. This finding is consistent with the literature by Wilson and Ziomek-Daigle (2013) that stated the use of expressive arts therapy is to bring awareness to what is oblivious. The finding in this study also in line with Buchalter (2004). He explained that image and symbol in sketch, drawing and other technique used in expressive arts therapy serves as vehicle to encourage sharing process, communication, growth and knowledge.

The interactions of these experiences have provided insights to researchers on the issue of youth involvement in delinquent behaviors. The subjects of the study were also found to be able to share their life experiences comfortably when they produce their life maps creativity. The sketch map of life was also shared spontaneously,

driven by the creativity that generated by them. In line with the findings of John (2012) in his study using painting techniques such as body painting, hand painting and the town of hope, the results showed the effectiveness of using these techniques when participants undergoing art therapy sessions benefitted in terms of expressing their anger and guilt safely, managing and fostering feelings of self-consciousness. He further claimed that his study of painting techniques can apparently be used to express oneself. The present findings seem to be consistent with other research which found expressive arts were a medium for communication and as a tool to help express herself/himself (Wikström, 2005).

Overall, sharing through a sketch map of life has also been able to describe the past life experiences of each subject of study. Themes that have been uncovered and discussed are hardships, emotional disorders, negative behaviors, meaning behind the words and hope expectations have clearly given us an account of life experienced by these female teenage delinquents. Participants in this study have shared their experiences using expressive arts therapy during group counseling sessions. Sharing their previous life experiences when they were involved in delinquent behaviors through a variety of creative media and arts has definitely opened their minds. Results from the observations, interviews and diary writings that were carried out with the teenagers, depicted a renewed high awareness which changed them and a very significant difference can be seen within them. The results described above can be attributed to the findings of which have been described by Romanoff and Thompson (2006). They said art is a means of individual expression to explore the feelings and experience to create. Art also helps in forming a view on the world around them and the world within themselves (Romanoff & Thompson, 2006) that make up a consciousness.

5. Conclusion

In conclusion, the researchers thought this sketch map of life technique is a new innovation in the field of counseling. The qualitative research which tried to explore and understand the life experiences of the seven teenage girls involved with delinquent behaviors using this technique has presented great implications for the counselors, researchers, communities and youth delinquents. On behalf of the counselors and counseling field, this study can serve as a reference in understanding the real experience of young people who are involved in social problems particularly delinquency. The findings of this study can also serve as a guide for those involved in counseling especially those trying to understand the use of life map sketch of expressive arts therapy used in this study.

The use of sketch map of life through expressive art therapy can be practiced by counselors because this therapy is an art and creativity that are a continuation and could be combined with any other conventional theories of the counselors' choice. Practice and continuous practical use of creative arts therapy are able to provide an experience that will be a discourse in counseling in Malaysia and applicable to local communities. Finally, this study can be used by teenage delinquents whether they are involved in delinquency or not to realize their wrongdoings. This will help them prepare for positive changes when they realize the wrongdoings in the course of life based on the produced life map sketch.

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Investigate the Role of Educational Leadership in Human Resources Development of Jordanian University

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Abstract

The study aim to examine the impact of educational leadership on human resources development of Jordanian university. The study is an analysis descriptive research and the methods will be use survey in order to collect information needed for get the results. The population of the study includes all Jordanian universities. The sample of the study will includes (200) professors working in governmental universities located in Amman city. The study results indicated that there are positive attitudes towards educational leadership, the study also indicated that there are positive attitudes towards variables: communication, learning, influence, confidence, and knowledge. The study results accept main hypotheses that states: There is a statistically significant impact of educational leadership on human resources development of Jordanian university. The study results also accept the first three sub hypothesis which related to the impact of (communication, learning, and influence) on human resources development of Jordanian university, but the study results reject the sub hypothesis which related to the impact of (confidence, and knowledge). The study recommended to identify best practices in leadership styles, for positive change at the university, and how to increase the absorption of the change points when their employees, and to support and provide all the resources that help educational leadership in order to achieve: communication, learning, influence, confidence, and knowledge.

Keywords: Investigate, Educational Leadership, Human Resources Development of Jordanian University

1. Introduction

Leadership development challenges are currently facing by all kind of organizations in different aspects, and achieved experienced managerial talent for senior leadership positions (Groves, 2007).

All forms of organizations need leadership as a critical issue for the success and survival. (Zvavahera, 2014).

In the field of education, leadership is a concept that is very important, because it become the subject of many researches in general. The first subjects that come to mind in the literature of educational research, administrators is leadership. In this regard administrators are expected to show that leadership support many issues to human resources such as: communication, learning, influence, confidence, knowledge, also leader have to be a source of inspiration to all educational organization employees (Cogaltay & Karadag, 2016).

2. Study Problem

Personal and organizational behavior related to leadership demands a more candid look at the leadership styles which may have a positive or negative impact on human resources development (Givens, 2008).

Therefore; the study problem: what is the role of educational leadership in human resources development of Jordanian university? And the following are the questions of the study:

- What is the role of Communication in human resources development of Jordanian university?
- What is the role of Learning in human resources development of Jordanian university?
- What is the role of Influence in human resources development of Jordanian university?
- What is the role of Confidence in human resources development of Jordanian university?
- What is the role of Knowledge in human resources development of Jordanian university?

3. Objectives of the Study

The objectives of the study are the following:

1. Investigate the concept of educational leadership and human resources development by reviewing the literatures.
2. Investigate the role of educational leadership in human resources development of Jordanian university.
3. Examine the impact of educational leadership on human resources development of Jordanian university.

4. Importance of the Study

Studying the role of human resources development of Jordanian university is important because education system to improve the strategies related to human resources development by applying educational leadership style particular in governmental universities. In addition there is an urgent need to identify the role of educational leadership on human resources development by measuring the attitude of from the point view of universities professors.

5. Study Hypotheses

Main Hypotheses

1. H1: There is a statistically significant impact of educational leadership on human resources development of Jordanian university.

Sub Hypotheses

2. H1: There is a statistically significant effect of Communication on human resources development of Jordanian university.
3. H1: There is a statistically significant effect of Learning on human resources development of Jordanian university.
4. H1: There is a statistically significant effect of Influence on human resources development of Jordanian university.
5. H1: There is a statistically significant effect of Confidence on human resources development of Jordanian university.
6. H1: There is a statistically significant effect of Knowledge on human resources development of Jordanian university.

6. The Model of the Study
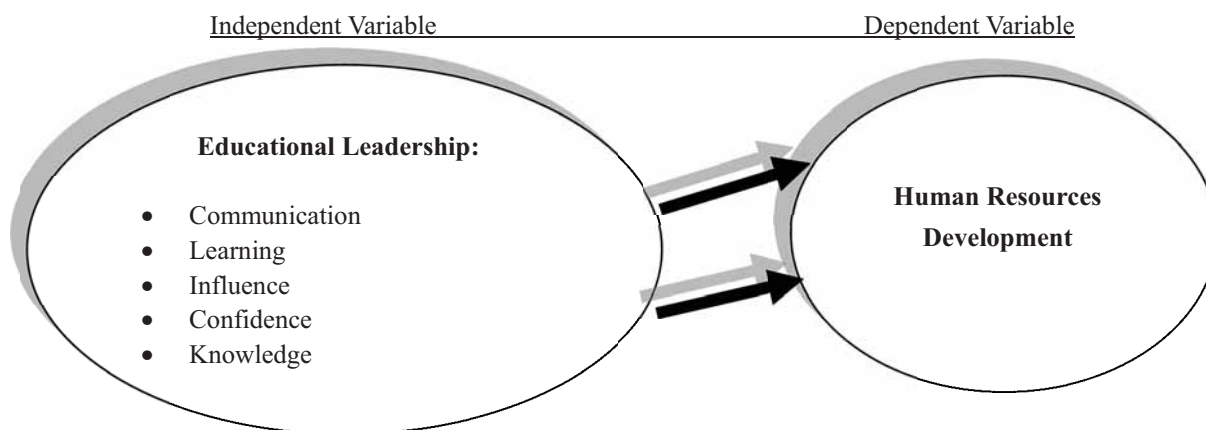
7. Theoretical Framework

The leadership is a process of influence on others and leadership like the administration itself is not a talent or art, but based on the rules and basic principles must be at the administrative (leader) be mastered by even up to develop a leadership position to influence others, changing administrative behavior as desirable hence became administration (leadership) essential foundation for any of the fields in the communities in which they are interested to build individuals and communities (Qaryouti, 2000).

Leadership is "an individual's ability to influence a person or group of people and direct them and guide them in order to gain their cooperation and to motivate them the highest degree of efficiency in order to achieve the goals

set" (Mograbi, 1995).

Leader is different from administrative commander due to the strength of the relationship manager and humanitarian ties between the leader and the other comes from the attention of the commander skillfully human interaction and build social relationships based on a foundation of teamwork and common goals. Also, leadership style because it is not Balzerorh that the commander is often based on official authority as does the director (Al-Naimi, 2008). Hence came into being multiple styles of leadership like driving good, effective leadership, transformational leadership, it is essential that the administrative commander of available knowledge and experience of leadership styles and ways of dealing with the use of each style of them, according to the general state of the work and the type of problem requirements. It is followed by the Director of the commander of the pattern of behavior in his leadership to others acquires renamed (dictatorial, democratic, consultative). Leader may not be dependent on one style of leadership styles but also to more than that according to the requirements of necessity, the situation was unbearable delays and need for speed in decision-making, for example, the advantage of the method or dictatorial style in resolving disputes, private style consultation and participation is characterized by its ability to develop performance and increase work efficiency in decision-making and so on. On the whole, there are a number of elements, which is characterized by the Director and other elements advantage of the leader, (Al-Assaf, 2005).

Educational Leadership it can be defined as "administrative practices and educational activities in the educational and academic institutions by the educational leader, whether as director or dean or head of department through direct interaction and indirect with faculty, students and the rest of the other workers in order to influence them and build human relationships with them and make them cooperate the feeling of belonging to the educational and academic institution in which they work and contribute to the achievement of its objectives (Hasona, 2008).

8. Literature Review

Cogaltay & Karadag (2016) est the effect of educational leadership on some organizational variables using meta–analysis method. In this context, the results of independent researches were merged together and the hypotheses created within the scope of the study were tested. In order to determine the researches to be included in the study, first of all, a literature review was made in YOK, ULAKBIM, and Google Scholar databases. The study reported that all meta–analysis are based on random effects model. The findings showed that educational leadership has large positive effects on job satisfaction, organizational justice, organizational commitment, organizational trust, organizational culture and organizational climate, whereas it has medium positive effects on organizational citizenship and performance.

Zvavahera (2014) assessing leadership effectiveness on service delivery at the University of Namibia and all its campuses throughout the country. The study was carried out during the month of February 2013. The methodology consisted of document analysis, interviews through face to face, video and tele-conferencing. Purposive sampling was applied to come up with the sample. The study found that there is good service delivery to full-time students but poor service delivery to open and distance learning (ODL) students under the Centre for External Studies (CES). There were problems of late delivery of learning materials, assessment of assignments and examinations. Students did not get feedback timeously from their lecturers. There was a crisis of ownership of the ODL students as the programs offered are owned by different faculties but the students belong to CES. There is poor coordination of programs and activities.

Aydin et al (2013) determine the effect of leadership styles of school administrators on the job satisfaction and organizational commitment of teachers using the method of meta-analysis. Twelve research findings made in Turkey were analyzed using the method of meta-analysis. The study showed that particularly, transformational leadership style affected job satisfaction and organizational commitment of teachers in a positive way. It was concluded that as the leadership style of administrators changes from transactional to transformational, the level of job satisfaction and organizational commitment of teachers' rose.

Rawung (2013) study the effect of leadership on the work motivation of higher education administration employee. These researches was conducted in Manado State University in Tondano City. The study indicated that according to the hypothesis leadership had a significant effect on work motivation. It can been seen in α below 0,05 or below 5%. That indicate that hypothesis one accepted or relationship between leadership and work motivation is significant in this research. Leadership affects employee work motivation. That is, leadership to work motivation in higher education employee especially in Manado State University Tondano, North Sulawesi Indonesia. Leadership is useful to motivate employee work in the organization especially in higher education or university organization.

Hardman (2011) examined teachers' perceptions of the leadership style of their principals as transformational, transactional or passive-avoidant in improving and non-improving schools in relation to student achievement. The study found that teachers in improving and non-improving schools had minimal differences in how they perceived their principals' leadership styles. All three leadership styles were statistically significant predictors of student achievement. School status was not significant in predicting student achievement indicating no difference in student achievement between improving and non-improving schools. Transactional leadership had a negative relationship while transformational and passive-avoidant leadership style had a positive relationship with student achievement.

Givens (2008) investigate the impact of the transformational leadership style on organizational outcomes and the personal outcomes of the follower. This review examines the following organizational outcomes: organizational citizenship behavior/performance, organizational culture, and organizational vision. The review also explores the following personal outcomes of the follower: empowerment, job satisfaction, commitment, trust, self-efficacy beliefs, and motivation. The study indicated that impact of transformational leadership on these outcomes, transformational leaders can influence employee behavior so that the behavior has a positive impact on the organization.

Groves (2007) investigate the best practices model for optimal development of the leadership pipeline. The study indicated that best practice organizations effectively integrate leadership development and succession planning systems by fully utilizing managerial personnel in developing the organization's mentor network, identifying and codifying high potential employees, developing high potentials via project-based learning experiences and manager-facilitated workshops, establishing a flexible and fluid succession planning process, creating organization-wide forums for exposing high potential employees to multiple stakeholders, and establishing a supportive organizational culture.

9. Methodology

Design: After reviewing previous studies and references, the study is an analysis descriptive research and the methods will be use survey in order to collect information needed for get the results.

Setting: the study will be conduct at Jordan governmental universities.

Population and Sample of the Study: The population of the study includes all Jordanian universities, the number of Jordanian universities are (29) university includes private one, The sample of the study will includes (170) professors working in governmental universities located in Amman city as shown in table number (1). The questionnaire was sent directly by hand to the sample.

Table 1. The Sample of the Study

No	University	No of Sample
1-	University of Jordan	79
2-	German Jordanian University	42
3-	Al-Balqa' Applied University/ Engineering College	28
4-	Al-Balqa' Applied University/ Amman College	21

Instrument: A cross sectional design will used to perform the study, the study will use the questionnaire which develop based on previous studies and literature review in general.

10. Data Analysis

The Questionnaire items are written in the form of statement using a 5-point Likert-type scale. The questionnaire was distributed to (200) professors working in governmental universities. (184) responses were the accepted questionnaire for statistical analysis are (170) questionnaire.

Validity: The survey instrument was evaluated for validity. The items used in the questionnaire have been assessed and tested by a panel of arbitrators.

Reliability: to provide evidence that the instrument produced the data for which it was designed, reliability test was conducted. The reliability value gained was greater that 0.70 indicating an acceptance of research testing. Table (2) shows the Cronbach's alpha corresponding to each variable.

Five points Likert scale has been coded to enter the data into SPSS software in order to achieve the study objective. The levels of the scale were given the following rating: (1) strongly disagree, (2) disagree, (3) neutral, not sure, (4) agree and (5) strongly agree. To get the general results of the study, the mean and the standard

deviation of different responses to the statements were calculated using Statistical Package for Social Sciences (SPSS). While the standard mean of all statements is (3), and the response below is considered negative.

Table 2. Cronbach's Alpha for Study Variables

No.	Variable	Cronbach's Alpha	No. of Item
1-	Communication	0.852	4
2-	Learning	0.843	4
3-	Influence	0.817	4
4-	Confidence	0.791	4
5-	Knowledge	0.865	4
6-	Human Resources Development	0.901	8

Table 3. Communication

Statement	Mean	Std. Dev.
University build for a good communication system	3.2700	.44620
University communicates change to the employees	3.9300	.25643
University is communicated to build employees understanding and support	3.8300	.51355
University establishes open communication and engages employees in the process	4.0000	.00000
Total	3.8800	1.10353

Table (3) shows the statistical analyses for all respondents according to their answers on the statements related to Communication. This table reveals that there are positive attitudes towards all of statements related to Communication because their means and total mean are greater than the standard mean. The mean value of J Communication equal (3.88).

Table 4. Learning

Statement	Mean	Std. Dev.
University believe that learn is the key to competitive advantage	2.9700	.52136
The basic values of our University include learning as key to improvement	2.9600	.42450
The sense around here is that employee learning is an investment, not an expense	2.9900	.75872
Learning in my University is seen as a key commodity necessary to guarantee organizational survival.	3.4700	.55877
Total	3.2600	1.29973

Table (4) shows the statistics related to Learning. This table reveals that there are positive attitudes towards all of statements related to Learning because their means and total mean are greater than the standard mean. The mean value of Learning equal (3.26).

The result of answers on the statements related to Influence shown in table (5). The result shows that there are positive attitudes towards all of statements related to Influence because their means and total mean are greater than the standard mean. The mean value of Influence equal (4.32).

Table 5. Influence

Statement	Mean	Std. Dev.
Managers use influence, to accomplished work.	3.9700	.82211
There can be no leadership without influence employees.	4.1100	.86334
Leading' is 'influencing, guiding in direction, course, action, opinion	3.9400	1.18765
Leaders lead by mobilizing people around a compelling vision of the future	4.4300	.63968
Total	4.3200	.77694

Table (6) shows the answers on the statements related to Confidence. This table reveals that there are positive attitudes towards all of statements related to Confidence because their means and total mean are greater than the standard mean. The mean value of Confidence equal (3.84).

Table 6. Confidence

Statement	Mean	Std. Dev.
Confidence is the cornerstone of leadership in the university	4.2700	.91954
Leadership who lacks confidence, will find it difficult to lead others	4.0300	.91514
Leaders who are overly aggressive in their leadership style have strong confidence.	4.4400	.75639
People like to work with leaders who are truly confident.	4.3500	.74366
Total	3.8400	.89578

Table (7) shows the statistical analyses for all respondents according to their answers on the statements related to Knowledge. This table reveals that there are positive attitudes towards all of statements related to Knowledge because their means and total mean are greater than the standard mean. The mean value of Knowledge equal (3.65).

Table 7. Knowledge

Statement	Mean	Std. Dev.
University use the knowledge and skills of staff to enhance the work of the school	4.4000	.80403
University regular staff feedback and input provides updated information on staff skill sets	4.3300	.81718
University acknowledges responsibilities and celebrates achievements of individuals and teams	4.3900	.89775
Knowledge is an effective strategy in university	4.3500	.74366
Total	3.6500	.59246

The result of answers on the statements related to Human Resources Development shown in table (8). The result shows that there are positive attitudes towards all of statements related to Human Resources Development because their means and total mean are greater than the standard mean. The mean value of Human Resources Development equal (3.50).

Table 8. Human Resources Development

Statement	Mean	Std. Dev.
University improves working conditions in order to recognize improvement effort	3.8500	.90314
University has a salary promotion scheme for encouraging employee participation in quality improvement	3.9200	.97110
Employees' reward and penalties are clear.	4.0800	.86082
Each team meets regularly and frequently to solve problems and explore opportunities in its area	3.9100	.97540
Each team has developed a clearly defined charter/mission and operation guidelines.	4.3200	.87479
Leader help human resources encourages improvement in the operations.	3.8300	1.23954
Leader help human resources to gives clear image of university development	3.4100	1.45015
Leader help human resources to includes a combination of financial & non financial indicators regarding employees expenses.	3.6600	1.45102
Total	3.5000	1.29880

11. Hypotheses Testing

Multi Regression was used to test the main and sub hypotheses, F test was used to test the main hypotheses, while T test used to test sub hypothesis.

The Main Hypotheses

H1: There is a statistically significant impact of educational leadership on human resources development of Jordanian university.

Table 9.

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	68.233	5	13.647	12.988	.000[a]
	Residual	98.767	94	1.051		
	Total	167.000	99			

[a.] Predictors: (Constant), Knowledge, Influence, Learning, Communication, Confidence

[b.] Dependent Variable: HR.Development

F-test was used to test main hypotheses as shown in table (9) it was found that F value equal (12.988) and significant of "F" value is (.000) which is less than ($\alpha \leq 0.05$) in the sample's rating. This provide evidence to accept main hypotheses, that states: There is a statistically significant impact of educational leadership on human resources development of Jordanian university.

Sub Hypotheses

Sub Hypotheses (1)

H1: There is a statistically significant impact of Communication on human resources development of Jordanian university.

Table 10.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.277	.462		4.930	.000
	Communication	.315	.115	.268	2.752	.007

a. Dependent Variable: HR.Development

The result of t-test related to first sub hypotheses as shown in table (10) it was found that T value equal (2.752) and significant of "T" value is (.007) which is less than ($\alpha \leq 0.05$) in the sample's rating. This provide evidence to accept sub hypotheses, that states: H1: There is a statistically significant impact of Communication on human resources development of Jordanian university.

Sub Hypotheses (2)

H1: There is a statistically significant impact of Learning on human resources development of Jordanian university.

Table 11.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.740	.344		7.959	.000
	Learning	.233	.098	.233	2.376	.019

a. Dependent Variable: HR.Development

The result of t-test related to second sub hypotheses as shown in table (11) it was found that T value equal (2.376) and significant of "T" value is (.019) which is less than ($\alpha \leq 0.05$) in the sample's rating. This provide evidence to accept sub hypotheses, that states: H1: There is a statistically significant impact of Learning on human resources development of Jordanian university.

Sub Hypotheses (3)

H1: There is a statistically significant impact of Influence on human resources development of Jordanian university.

The result of t-test related to third sub hypotheses as shown in table (12) it was found that T value equal (5.424) and significant of "T" value is (.000) which is less than ($\alpha \leq 0.05$) in the sample's rating. This provide evidence to accept sub hypotheses, that states: H1: There is a statistically significant impact of Influence on human resources development of Jordanian university.

Table 12.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.030	.650		.046	.963
	Influence	.803	.148	.480	5.424	.000

a. Dependent Variable: HR.Development

Sub Hypotheses (4)

H1: There is a statistically significant impact of Confidence on human resources development of Jordanian university.

Table 13.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.403	.577		5.895	.000
	Confidence	.025	.146	.017	.172	.864

a. Dependent Variable: HR.Development

The result of t-test related to fourth sub hypotheses as shown in table (13) it was found that T value equal (0.172) and significant of "T" value is (0.864) which is great than (α≤ 0.05) in the sample's rating. This provide evidence to reject sub hypotheses, that states: H1: There is a statistically significant impact of Confidence on human resources development of Jordanian university.

Sub Hypotheses (5)

H1: There is a statistically significant impact of Knowledge on human resources development of Jordanian university.

Table 14.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.922	.817		3.579	.001
	Knowledge	.158	.221	.072	.717	.475

a. Dependent Variable: HR.Development

The result of t-test related to fifth sub hypotheses as shown in table (14) it was found that T value equal (0.717) and significant of "T" value is (0.475) which is great than (α≤ 0.05) in the sample's rating. This provide evidence to reject sub hypotheses, that states: H1: There is a statistically significant impact of Knowledge on human resources development of Jordanian university.

12. Conclusion

The study aim to examine the impact of educational leadership on human resources development of Jordanian university. Studying the role of educational leadership in human resources development of Jordanian university is important because it may help decision-makers in education system to improve the strategies related to human resources development by applying educational leadership style particular in governmental universities.

The leadership is a process of influence on others. Leadership is "an individual's ability to influence a person or group of people and direct them and guide them in order to gain their cooperation and to motivate them the highest degree of efficiency in order to achieve the goals set".

The population of the study includes all Jordanian universities. The sample of the study will includes (200) professors working in governmental universities located in Amman city. The questionnaire was sent directly by hand to the sample. (184) responses were the accepted questionnaire for statistical analysis are (170) questionnaire.

The study results indicated that there are positive attitudes towards educational leadership, the study also indicated that there are positive attitudes towards variables: communication, learning, influence, confidence, and knowledge.

The study results accept main hypotheses, that states: There is a statistically significant impact of educational leadership on human resources development of Jordanian university. The study results also accept the first three sub hypothesis which related to the impact of (communication, learning, and influence) on human resources development of Jordanian university, but the study results reject the sub hypothesis which related to the impact of (confidence, and knowledge).

13. Recommendations

- Identify best practices in leadership styles, for positive change at the university, and how to increase the absorption of the change points when their employees.

- Support and provide all the resources that help educational leadership in order to achieve: communication, learning, influence, confidence, and knowledge.

- Educational leadership have to adopt vision and mission of the university, and its Strategic Plan, for the development of human resources at the university.

- Educational Leadership have to apply leadership style, which is not meant to influence and power style, with emphasis on the integration of roles between its members and the development of their performance.

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Students' Attitudes towards the Adoption of International Financial Reporting Standards (IFRS) in Kuwait

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Abstract

The purpose of this paper is to examine the perceptions of a sample of Kuwaiti students about their knowledge and interest on the adoption of International Financial Reporting Standards (IFRS) and the usefulness of learning IFRS. A questionnaire survey is used in this study to identify the attitudes of the students towards adoption IFRS in Kuwait. Questionnaires were distributed to 350 students who study in colleges of business administration in Kuwait. They were asked to express their perception about the adoption of IFRS. 228 questionnaires returned completed resulting in 65% usable response rate. The surveyed students gained knowledge about IFRS through their academic program. Most of the surveyed students knew nothing about IFRS before taking an accounting course that addresses the IFRS Standards. They became interested in learning more about IFRS after studying an accounting course. The surveyed students demonstrated that they acquired information about IFRS through formal academic lectures and the Internet. Yet, they prefer to study more about IFRS through formal lectures, practical case studies applied to Kuwaiti companies and seminars. There is consensus among the respondents that the business administration academic program must have more about IFRS offered as elective courses. Although Kuwait was one of the Middle Eastern countries that adopt IFAS, the vast majority of the students who took part in survey indicated that they were not aware of this. This gives clear indication that the financial reporting courses offered in business colleges in Kuwait are theoretical and hardly use the financial reports of companies listed on the national stock exchange as cases studies. The respondents believe studying IFRS helps in mastering accounting measurements and disclosure and this would help in proceeding in their studies and support them in developing their future career.

Keywords: IFRS adoption, students' attitudes, Accounting quality, Kuwait

1. Introduction

The adoption of International Financial Reporting Standards (IFRS) has been subject of growing theoretical and empirical investigation in accounting literature. The main issue of the literature is to explore the impact of cultural factors such as religion, national satisfaction, language, accounting requirements that may affect regulators' decision to embrace IFRS. Research into the perception of stakeholders towards the adoption of IFRS has shown inclusive evidence. While in one hand, it is found that adopting IFRS might lead to high financial cost, in the other, evidence revealed that the adoption of IFRS results in several benefits such as decreased cost of capital and attraction of foreign direct investment. There is further evidence that students' familiarity with IFRS would assist them passing professional examinations and in their future career development.

These findings, however, seems to be questionable for the highly oil-dependent countries such as the Gulf Co-operation Council (GCC) which rely more heavily on fiscal rather than monetary policy to stimulate the economy. Oil exporting countries have tremendous revenue, they do not suffer from any liquidity problem, and they have no incentive to attract foreign investment. In this context, understanding students' perceptions about the adoption of IFRS can be of interest for business schools operating in GCC countries. It helps them in developing accounting curriculum integrated with IFRS and providing high-quality education to business students.

The remainder of this study is organized as follows. A brief review of related literature and previous studies are presented in the next section. Data collection and research method are considered in the third section. While the findings and analysis are discussed in the fourth section, the conclusion is offered in the last section.

2. Related Literature and Previous Studies

IFRS is a set of international accounting standards aim to create good communication between company's management and its stakeholders. The adoption of IFRS leads to accurate, timely and comprehensive financial statements in line with the national standards (Madawaki, 2012). Investors expected to pay less for adjusting financial statements and will be able to understand them and reduce the cost of finalizing them (Odia & Ogiedu, 2013). The extent of compliance of IFRSs insures financial reporting reliability and accuracy (Hossain, Niaz & Moudud-Ul-Huq, 2015a). According to Papadatos and Bellas (2011), adopting IFRS increases credibility and transparency of financial statements. It further contributes to the market efficiency. However, Naghshbandi, Ombati, and Khosravi, (2016) contend that culture seems to affect the level of information disclosed, through accounting value secrecy on the IFRS practices. Be as it may, accounting standards are a product of the country's culture.

Although the theoretical justifications for replacing national accounting standards by IFRS, their adoption still needs to be empirically tested. Attitudes towards the adoption of IFRS have been examined in various countries (see for example, **Grrece**: Papadatos and Bellas, 2011; Dritsas and Petrakos, 2014; **Nigeria**: Madawaki, 2012; Ikpefan and Akande, 2012; Odia and Ogiedu, 2013; Herbert, Tsegba, Ohanele, and Anyahara, 2013; Herbert and Tsegba, 2013; Okunbor and Arowoshegbe, 2014; **Malaysia:** Sidik and Abd Rahim, 2012; Hanefah and Singh, 2012; **India**: Patro and Gupta, 2012; Athma and Rajyalaxmi, 2013; Bhargava and Shikha, 2013; Vinayagamoorthy, 2014. USA: Djatej, Zhou, Gorton, and McGonigle, 2012; Joos and Leung, 2013; **Hong Kong**: Helen and Kh, 2013; **Ghana**: Mensah, 2013; Abedana, Omane-Antwi, and Oppong, 2016; **Turkey**: Chebaane and Othman, 2013; Balsari and Varan, 2014; Kılıça, Uyar and Ataman, 2014; **Vietnam:** Phan, Mascitelli, and Barut, 2014. **Libya**: Zakari, 2014; **Bangladesh**: Hossain et al., 2015a; Hossain, Hasan, and Safiuddin, 2015b; **Australia**: Bodle, Cybinski, & Monem, 2016). These studies are briefly reviewed in the following section.

Papadatos and Bellas (2011) examined the attitude of listed companies towards mandatory adoption of IFRS in Greece. They found small firms and low-income firms have negative attitude towards IFRS. They also found firms with higher level of fixed assets to be more optimistic about the benefits of IFRS to investors. In a related type of research, Dritsas and Petrakos (2014) studied whether significant differences exist between the IFRS and the Greek General Accepted Accounting Principles. They noticed that converting statutory financial statements to IFRS has significant impact on historical financial information regarding financial structure and viability.

Madawaki (2012) examined the process of adopting IFRS in Nigeria. He pointed to potential benefits of assuming IFRS related to assurance of useful and meaningful investment portfolio decisions and the attraction of direct foreign investment. He recommended creating an independent body to set, monitor and enforce accounting and auditing standards and codes. In a similar line of research and the same country, Ikpefan and Akande (2012) examined the benefits of adopting IFRS. He observed adopting IFRS results in greater comparability of financial information for investors due to transparent financial reporting of company's activities and greater willingness on the part of investors to invest across borders. Odia and Ogiedu (2013) also examined the adoption of IFRS in Nigeria and found countries face cultural, language, regulatory and accounting profession challenges when adopting IFRS. They believe that effective implementation of IFRS requires careful planning and extensive public education as well as adequate resources to support their sustainable implementation. Herbert et al. (2013) further examined the perception of academics and practitioners towards the adoption of IFRS in Nigeria. They found significant differences between accounting students, lecturers and practitioners with respect to their degree of familiarity with IFRS. They also found Nigeria was not ready to adopt IFRS.

Herbert and Tsegba (2013) looked at IFRS from a different angle and studied the economic consequences of the adoption of IFRS in Nigeria. They think that effective IFRS adoption is valuable to preparers, users, auditors, analysts, and standard setters; and a proper plan to convert all Nigerian companies to IFRS requires training for management, auditors, and investors, along with the pipeline incorporation of IFRS education into accounting curriculum. Okunbor and Arowoshegbe (2014) added that significant differences exist in the perceptions of stakeholders regarding the effect of adopting IFRS on the value of financial reports. They emphasized the need to develop an awareness program to highlight the importance of adopting and implementing IFRS in Nigeria.

Sidik and Abd Rahim (2012) used a questionnaire survey to explore the benefits and challenges IFRS in Malaysia from accounting practitioners perspectives. They found the adoption of IFRS improves comparability level between companies' financial statements since they are prepared using a better standard. They also found

that the majority of the respondents believe that the introduction of the IFRS might lead to higher financial cost. Hanefah and Singh, (2012) investigated challenges faced Malaysia as a result of adopting IFRS. They uncovered challenges to standard-setters and stakeholders need to enhance cross-border comparability of Islamic financial transactions, while being mindful of religious sensitivities. They concluded that Malaysian education system is very much in line with the current developments in the accounting and business fraternity.

Patro and Gupta (2012) examined the adoption of IFRS in accounting curriculum in India. They found the successful integration to the course depends upon efficient training of instructors, use of appropriate pedagogy and availability of relevant reading materials. Also, Athma and Rajyalaxmi (2013) examined the adoption of IFRS in India. They found the adoption of IFRS enhances comparability between the financial statements of various companies across the globe and reduces different accounting requirements prevailing in various countries. They also found that the adoption of IFRS provides a chance to integrate with the common Accounting International Standards. A similar study conducted in India by Bhargava and Shikha (2013) disclosed that adopting IFRS improves quality of disclosures and enhances international comparability and understanding of financial statements. Vinayagamoorthy (2014) tested the benefits from adopting IFRS in India and found that it assists in attracting greater cross-border investment and presenting financial statement on a single set of high quality and global standards.

Djatej et al. (2012) used Planned Behavior Theory to identify a wide variety of relevant factors influencing the intention of early implementation of IFRS in United States. They showed that an accountant's decision to adopt IFRS is a function of subjective norm and perceived behavioral control, which is consistent with the theory. Joos and Leung (2013) examined whether investors perceive the switch to IFRS as being beneficial or costly. They reported that investors' reaction to IFRS adoption is more positive in cases where IFRS is expected to lead to convergence benefits.

Helen and Kh (2013) examined students' knowledge and interest in adopting IFRS and the usefulness of learning IFRS in Hong Kong. They found most Hong Kong students are eager to learn IFRS and they understand the positive effect of learning IFRS. They also observed that students' knowledge of IFRS would help them in their professional examinations and future career development. They advised accounting professionals and education providers to develop materials on IFRS.

Mensah (2013) examined the quality of financial reports of firms listed on the Ghana Stock Exchange before and after adopting IFRS. He found that company size, represented by net assets and auditor type are statistically associated with the quality of financial information disclosed. He observed that big firms audited by big audit firms tend to produce high quality accounting reports. Another more recent study undertaken in Ghana by Abedana et al. (2016) examined the impact of adopting IFRS on the quality of corporate financial reporting found a significant positive correlation between the disclosure quality of listed firms and the adoption of IFRSs. They concluded that companies wishing to make quality disclosure should continue to comply with the IFRSs rigorously.

Chebaane and Othman (2013) considered the impact of IFRS adoption on the frequency of earnings managements towards small positive profits. They found that mandatory IFRS adoption in Turkey reduce the scope of earnings management towards small positive profits in the post-adoption periods. Balsari and Varan (2014) looked at the application of IFRS in Turkey and established that both businessmen and accountants showed resistance despite professional accounting body and academia support to IFRS adoption. The researchers also found major impact of IFRS on financial statement analysis. Kılıça et al. (2014) gathered the perception of the accounting professionals regarding IFRS for small and medium-sized enterprises (SMEs). They detected that most of the accounting professionals are aware of IFRS for SMEs adoption process and attended trainings programs about IFRS for SMEs. They also noticed that lack of training and costs are seen as the main obstacles to the IFRS for SMEs implementation.

Phan et al. (2014) pursued the perceptions of public auditors, corporate accountants and accounting academics about issues relevant to adopting and implementing IFRS in Vietnam. They found Vietnamese accounting professionals are optimistic about potential benefits from IFRS adoption. They strongly supported gradual switch from Vietnamese accounting standards (VAS) to IFRS, though the level of support varies amongst the three different sub-groups of accountants.

Zakari (2014) used a questionnaire survey to locate challenges that face implementing of IFRS by Libyan firms. He found the majority of who took part in the survey agreed that the weakness of national professional accountancy body is main challenge facing IFRS adoption by Libyan companies. He also found lack of technical skills and inadequate knowledge of Libyan professional accountants have major impact on IFRS implementation.

The researcher believes that developing Libyan legislation, professional bodies and accounting education could help in the adoption of IFRS.

Hossain *et al*. (2015a) examined the extent of application and disclosure of IFRSs among the listed companies in Dhaka Stock Exchange (DSE) of Bangladesh. They found financial institution and insurance industries applied and complied with the highest number of IFRSs. They proposed that the company should employ professional expertise to measure and valuate certain assets where it needs proper disclosure. Hossain *et al*.; (2015b) examined recent adoption status of IFRS in Bangladesh. They indicated that IFRS adoption promises a lot of benefits like decreased cost of capital, improved financial reporting quality and attraction of foreign direct investment. They also found that there are a lot of technical Challenges faced by the users while adopting IFRSs such as lot of conflicts with local GAAP.

Bodle *et al*. (2016) examined the impact of IFRS adoption on financial reporting quality by assisting in predicting bankruptcy. They found that restrictive accounting rules for intangibles under IFRS improve the quality of financial statement data by enabling better bankruptcy prediction. They provided evidence to support the notion that new conservative rules for intangibles under IFRS act to constrain managers of failing firms from using creative accounting practices.

As far as the GCC region is concerned, few studies used a questionnaire survey to examine the adoption of IFRS (see for example, Kuwait: Al Mutawaa and Hewaidy, 2010; Saudi Arabia: Alsuhaibania, 2012; Bahrain: Sarea and Al Nesuf, 2013; UAE: Alsaqqa and Sawan, 2013; Qatar: Mardini and Almujamed, 2015). The following section offers a brief review of these studies.

Al Mutawaa and Hewaidy (2010) surveyed the extent of Kuwaiti listed companies' compliance with the International Accounting Standards (IAS)/IFRSs disclosure requirements. The overall compliance level for the sampled companies averages 69% of the disclosures required by the standards tested. They also found company size and industry type to be positively associated with IAS-required disclosures.

Alsuhaibania (2012) looked into the expected impact of IFRS adoption in Saudi Arabia. He found the adoption of IFRS enhances financial reporting in Saudi Arabia and provides more information for decision making. He also found that the adoption of IFRS has some cultural impact, especially on issues related to the Islamic aspects in the Saudi financial sector. He concluded that the telecommunication sector is expected to be one of the main sectors that are affected by such adoption.

Sarea and Al Nesuf (2013) assessed the impact of management structure and bank characteristics on the level of compliance with IAS 21 in Bahrain Stock Exchange (BSE). They found that there is an impact of the management structure and bank characteristics on the level of compliance with IAS 21 in Bahrain. They also found that institutional ownership, foreign investments, return on assets and return on equity have significant and positive relationship with the level of compliance with IAS 21. The researchers observed that banks of Bahrain have a high level of compliance with IAS 21 standard.

Alsaqqa and Sawan (2013) looked into the benefits gained and the challenges experienced by companies listed on the UAE stock market following the introduction of IFRS. They found that the benefits of adopting IFRSs in UAE inevitably far outweigh the difficulties and costs. They also revealed that the adoption of IFRSs in UAE stock markets has improved the overall standard of quality of financial reporting, which help in attracting investors to invest in the UAE stock markets.

Mardini and Almujamed (2015) compared segmental information disclosures of Qatari companies under IFRS 8 for 2009 with disclosures under IAS 14R for 2008. They observed increase in segmental disclosures under IFRS 8 compared to the information published under IAS 14R. They also found that IFRS 8 compliance amongst Qatari listed companies has resulted in an increase in the number of segments and items per segment disclosed.

It is evident from the above brief literature review little research has been undertaken to examine students attitude towards the adoption of IFRS in Kuwait. This emphasizes the need for additional empirical testing. Hence, the contribution that this study will make is expected to fill the gap in the literature.

3. Data Collection and Research Methodology

The current study is based on primary data. During the period between September and December 2016, the researchers distributed a questionnaire to 350 students. 246 students returned the questionnaires; out of the 246 questionnaires, only 228 questionnaires were answered properly. This resulted in 65% a usable response rate. The questionnaires were then entered in an SPSS file for analysis. Cronbach's Alpha was used to measure the internal consistency of the collected data. Descriptive statistics have been employed to shed some light on the respondents and their attitude towards different aspects of IFRS. To identify possible differences in the

respondents' answers to the questions included in the questionnaire, Kruskal Wallis U test was undertaken.

4. Findings

To measure the internal consistency (reliability) of the collected data, Cronbach's Alpha (α) was performed and touched 0.918. In general, a commonly acceptable Cronbach's Alpha (α) is ≥ 0.70.

4.1 Respondents Background

Table (1) summarizes the main characteristics of the respondents who took part in the questionnaire. It can be witnessed in the table that 77% of the respondents are between 20- 23 years old, 88% of them are single and 57% are males. The table also showed that 81% of the respondents obtained between 61-80% score in the general secondary examination (GSE). The table further revealed that the surveyed students are fairly distributed among different categories of their last academic semester GPA. The diversity of the respondents, in terms of their personal backgrounds and academic performance, give credibility to the outcome of the study and provides strong ground to generalize Kuwaiti business students' opinion about different aspects of IFRS.

Table 1. Respondents' background

Age	Frequency	Percent
18-19 Years Old	28	12
20-21 Years Old	107	47
22-23 Years old	68	30
24 Years or more	25	11
Total	228	100

Marital Status	Frequency	Percent
Single	200	88
Married	28	12
Total	228	100

Gender	Frequency	Percent
Male	131	57
Female	97	43
Total	228	100

A Level Average	Frequency	Percent
Between 50%- 60%	22	10
Between 61%- 70%	105	46
Between 71%-80%	85	37
Between 81%-90%	13	6
More than 90%	3	1
Total	228	100

Current Semester GPA	Frequency	Percent
Less than 2.00	24	11
Between 2.00- 2.49	28	12
Between 2.50- 2.99	46	20
Between 3.00- 3.49	78	34
3.50 or more	52	23
Total	228	100

4.2 Knowledge of IFRS

Table (2) summarizes respondents' understanding of IFRS. To determine whether the surveyed students obtained some knowledge about IFRS through some work experience, they were asked if they work while they were studying. The vast majority of the respondents indicated that they do not work while studying. Hence, their knowledge about IFRS is mainly restricted to what they have learned in the college. Since the business administration program offers limited information about IFRS through some accounting courses, students were asked if they intend to proceed in their studies to assess whether this will motivate them to learn more about IFRS.

The table showed that 84% of the surveyed students are willing to proceed in their studies. In all cases, the table demonstrated that most of the surveyed students knew nothing about IFRS before taking an accounting course that addresses the IFRS. The respondents became interested to know more about IFRS after studying the accounting course. When the surveyed students were asked how they obtain information about IFRS, they pointed to several sources. However, the vast majority indicated that they obtain information about IFRS from the lectures and the Internet. Yet, when the surveyed students were asked how they prefer to study more about IFRS, they pointed to lectures and practical cases studies as the most important methods of teaching.

The surveyed students seem to prefer different methods of teaching including seminars. Although the surveyed students revealed that the accounting degree should include a course that covers IFRS, they, however, want the course to be offered as an elective course rather a compulsory course. They also believe there is a need to offer additional courses as elective. What attracts attention in Table (2) is the vast majority of the surveyed students are not aware that it is mandatory for all companies listed on Kuwait Stock Exchange to adopt IFRS.

Table 2. Respondents current and future prospects and their understanding of IFRS

Do you work while studying	Frequency	Percent	Are you willing to proceed in your study	Frequency	Percent
Yes	22	10	Yes	192	84
No	206	90	No	36	16
Total	228	100	Total	228	100

Were you aware of IFRS before studying course 151	Frequency	Percent	You became interested in studying IFRS after you had studied course 151	Frequency	Percent
Yes	39	17	Yes	168	74
No	189	83	No	60	26
Total	228	100	Total	228	100

How are willing to study IFRS courses	Frequency	Percent	How you obtain information about IFRS	Frequency	Percent
Lectures	95	42	**Newspapers**	20	9
Seminars	47	20	**Magazines**	18	8
Case Study applied to Kuwaiti Companies	75	33	**Lectures**	100	44
Others	11	5	**Training courses**	15	6
Total	228	100	**Internet**	65	29
			Others	10	4
			Total	228	100

IFRS should a requirement course for accounting major	Frequency	Percent	Additional courses in IFRS should be	Frequency	Percent
Yes	145	64	Compulsory	64	28
No	83	36	Elective	164	72
Total	228	100	Total	228	100

Are you aware that the State of Kuwait was among the first countries to adopt IFRS and all companies on Kuwait Stock Exchange are obliged to employ these standards?	Frequency	Percent	Are you willing to take more specialized courses in the field of IFRS	Frequency	Percent
Yes	86	38	Yes	112	49
No	142	62	No	116	51
Total	128	100	Total	228	100

4.3 Important Role of the IFRS

Table (3) summarizes respondents' assessment of the importance of learning IFRS. They were asked to disclose how learning IFRS is important to different aspects of corporate reporting. Although the respondents appeared to attach high importance to all listed aspects of financial reporting as reflected by the reported means and medians, they considered IFRS of paramount importance in recording business financial transactions, preparing a report about corporate performance and financial position, preparing final financial statements and in comparing performance and financial positions of different companies. The respondents do not seem to assign the same levels of importance to other aspects of corporate financial reporting included in the questionnaire.

This result can be explained on the ground that IFRS are very important in the accounting process. Their role is mainly restricted to accounting measurements and disclosure. In addition, adopting them in different countries assists international investors in making sound comparison between companies operating in different countries. They expect these countries to follow the same measurements and to have the same disclosure (presentation). In other words, adopting IFRS offer a common language for investors all over the world. Given that Kuwait has one of the highest per capita in the world, Kuwaitis are investing in companies operating in different parts of the world. Understanding IFRS helps in choosing between different investments alternatives.

Other aspects of financial reporting included in the questionnaire received less importance since they are not

directly related to accounting measurements and disclosure. For instance, financial statement analysis is used in making investment and managerial decisions. Hence, IFRS are not considered important in either conducting the analysis or in making decisions.

Table 3. The importance of IFRS to different aspects of corporate financial reporting

Aspects of corporate reporting	Mean	Median	Std. Devi.	Min.	Max.	Rank based on the mean
Recording business financial transactions	4.20	4	0.76	2	5	1
Preparing final financial statements (Income Statement, Balance Sheet and Statement of Cash Flows	4.15	4	0.80	2	5	3
Preparing a report about corporate performance and financial position	4.17	4	0.84	1	5	2
Analysing final financial statements	4.08	4	0.84	2	5	5
Making decisions related to operating, financial and investment activities	4.02	4	0.89	1	5	7
Making managerial decisions	3.98	4	0.89	1	5	8
Project and enterprise management	4.05	4	0.82	1	5	6
Comparing performance and financial positions of different companies	4.09	4	0.91	1	5	4

To detect differences among the respondents about the importance they attach IFRS role in different aspects of corporate financial reporting, Kruskal Wallis test was performed and reported in table (4). The table shows consistency among the respondents regardless of their age, gender, GSC score, whether they work or not they work while studying and whether or not they intend to proceed in their studies. Two significant differences reported among the respondents as on the basis of the GPA about the importance of IFRS in preparing a report about corporate performance and financial position and in analysing the final financial statements. These two significant differences are mainly due to those who attached highly important and important as they accounted to more than 80% of the respondents' answers.

Table 4. Kruskal Wallis test on difference among students about the importance of IFRS

Advantages	Age		Gender		GSC Score		GPA		Work while studying		Proceed in your studies	
	X^2	Sig.	X^2	Sig.	X^2	Sig.	X^2	Sig.	X^2	Sig.	X^2	Sig.
Recording business financial transactions	2.64	0.45	0.02	0.88	4.78	0.31	2.35	0.67	0.07	0.80	0.03	0.18
Preparing final financial statements (Income Statement, Balance Sheet and Statement of Cash Flows	2.63	0.45	0.01	0.94	5.21	0.27	7.70	0.10	0.74	0.39	0.87	0.67
Preparing a report about corporate performance and financial position	2.38	0.50	0.15	0.70	3.78	0.44	12.09	0.02	0.76	0.38	0.03	0.18
Analysing final financial statements	1.59	0.66	0.64	0.42	4.51	0.34	10.37	0.04	0.09	0.77	0.87	0.67
Making decisions related to operating , financial and investment activities	1.15	0.76	0.15	0.70	4.70	0.32	1.52	0.82	4.07	0.04	0.03	0.18
Making managerial decisions	2.08	0.56	0.02	0.90	4.36	0.36	0.93	0.92	0.90	0.34	0.87	0.67
Project and enterprise management	1.38	0.71	0.00	0.97	4.53	0.34	1.99	0.74	1.04	0.31	0.03	0.18
Comparing performance and financial positions of different companies	1.75	0.63	0.55	0.46	3.99	0.41	3.52	0.48	0.02	0.90	0.87	0.67

4.4 Reasons behind Studying IFRS

Table (5) encompassed possible reasons why Kuwaiti students need to study IFRS. Students were asked to identify to what extent they agree or disagree with each of these reasons. It is clear from the table that the surveyed students either agreed or strongly agreed with the listed reason as reflected by the reported means and medians. However, the surveyed students believe that studying IFRS will help them to proceed with their studies and assist them in finding jobs in one of the big companies in the future. They further believe that since all Kuwaiti companies listed on the stock exchange adopt IFRS, this necessities studying and understanding IFRS in order to develop their future career.

Table 5. Reasons behind studying IFRS

Reasons	Mean	Median	Std. Devi.	Min.	Max.	Rank based on the mean
IFRS are adopted by all Kuwaiti companies listed on the Stock Exchange	4.15	4.00	0.78	2.00	5.00	3
Develop my academic knowledge to catch up with latest developments in the subject of IFRS	4.09	4.00	0.83	2.00	5.00	5
Assists in preparing and qualifying me for future careers	4.13	4.00	0.83	1.00	5.00	4
Assist in finding a job in one of the big companies in the future	4.20	4.00	0.85	1.00	5.00	2
Assist me in proceeding in my graduate studies	4.22	4.00	0.88	1.00	5.00	1

To spot differences among the respondents about the reasons behind studying IFRS, Kruskal Wallis test was undertaken and reported in table (6). The table shows consistency among the participants about the all reasons behind studying IFRS included in the questionnaire regardless of their age, gender, whether or not they work while studying and whether or not they intend to proceed in their studies. However, some significant difference spotted among the surveyed students on the basis of their GSC score and their GPA. This result is justified on the grounds that many of the surveyed students are pursuing a degree in business administration rather than accounting. Not all of them will look for jobs in the accounting and finance fields. Hence, their motivation to learn more about IFRS is highly associated with their future careers. Needless to say students with different performances look for courses and careers compatible with capabilities and knowledge.

Table 6. Kruskal Wallis test on difference among students about advantage of IFRS

Reasons	Age		Gender		GSC Score		GPA		Work while studying		Proceed in your studies	
	X^2	Sig.	X^2	Sig.	X^2	Sig.	X^2	Sig.	X^2	Sig.	X^2	Sig.
IFRS are adopted by all Kuwaiti companies listed on the Stock Exchange	0.94	0.33	0.94	0.16	12.38	0.01	5.87	0.21	0.00	0.97	0.05	0.82
Develop my academic knowledge to catch up with latest developments in the subject of IFRS	0.16	0.69	0.33	0.69	6.81	0.15	11.27	0.02	0.13	0.72	2.48	0.12
Assists in preparing and qualifying me for future careers	0.42	0.52	0.94	0.16	13.03	0.01	8.22	0.08	0.01	0.90	0.04	0.85
Assist in finding a job in one of the big companies in the future	0.08	0.78	0.33	0.69	5.09	0.28	8.15	0.09	2.39	0.12	1.09	0.30
Assist me in proceeding in my graduate studies	0.19	0.66	0.94	0.16	4.64	0.33	2.95	0.57	1.62	0.20	4.26	0.04

5. Conclusion

In this study, the attempt has been made to explore the perceptions of a sample of Kuwaiti business administration students about their knowledge, interest, importance and reasons for learning IFRS. 350 students enrolled in colleges of business administration in Kuwait were invited to take part in a questionnaire survey. 246 students returned the questionnaires; out of the 246 questionnaires, only 228 questionnaires were answered properly. This resulted in 65% a usable response rate. 77% of the students who took part in survey aged between 20- 23 years old, 88% of them are single and 57% are males. A significant proportion (81%) of the respondents achieved between 61-80% in the General Secondary Examination and they are fairly distributed among different categories of their last academic semester GPA. Hence, it's fair to say that the sampled respondents reflect the population of the students studying business administration in Kuwait. This grants credibility to the findings of the study and permits generalization about Kuwaiti business students' opinion about different aspects of IFRS.

The results of the analysis revealed that the surveyed students gained knowledge about IFRS through their academic program. Business administration programs in Kuwait offer information about IFRS through some accounting courses. Most of the surveyed students knew nothing about IFRS before taking an accounting course that addresses the IFRS. They became motivated to learn more about IFRS after studying an accounting course. The surveyed students demonstrated that they acquired information about IFRS through formal academic lectures and the Internet. Yet, prefer to study more about IFRS through formal lectures and by using practical case studies applied to Kuwaiti companies. They also pointed to the use of seminars as possible means of

learning more about IFRS. There was consensus among the participants that the business administration academic program must have more about IFRS but they preferred to be offered as elective, rather than compulsory, courses. Although Kuwait was one of the Middle Eastern countries that adopt IFAS and requested all companies listed on Kuwait Stock Exchange to comply with them, the vast majority of the students who took part in survey indicated that they were not aware of this reality. This gives clear indication that the financial reporting courses offered in the business administration programs in Kuwait are theoretical and there is a need to develop teaching methods in the program to include case studies applicable to Kuwaiti companies listed on the national stock exchange.

The respondents believe that IFRS are of paramount importance in accounting measurements and disclosure (recording business financial transactions, preparing a report about corporate performance and financial position, preparing final financial statements and in comparing performance and financial positions of different companies). They, however, assigned less level of importance to how the financial reports, prepared and presented on the basis of IFRS, used to conduct analysis or in managerial decisions.

The respondents believe studying IFRS will benefit them when they proceed in their studies and support them in finding decent jobs in the future. They further think studying IFRS assist them in finding a job in Kuwaiti listed companies since they adopt IFRS. In other words, good knowledge of IFRS is crucial to the development of the students' future career.

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The Drivers of the Life Satisfaction of Pro-environment and Non-pro-environment People

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Abstract

Happiness or life satisfaction tends to be the ultimate goal of human beings. It is the intention of this study to investigate the factors influencing the life satisfaction of pro-environment and non-pro-environment people. The data were collected from interviews with 320 adults, who were equally divided into pro-environment and non-pro-environment adults of at least 18 years of age and that had come to the randomly-selected shopping centers in Bangkok. The life satisfaction of the people, regardless of their environmentally-friendly attitude, was assumed to be driven by the personal characteristics of optimism and internal locus of control, and the domains of life of family, personal health, self-actualization, and material possessions, as well as the altruistic and biospheric values of being nature lovers. The results from the t-test suggested that pro-environment people are likely to be more satisfied with their lives than non-pro-environment people. Moreover, the multiple regression analysis indicated that the life satisfaction of the pro-environment people was positively influenced by the biospheric value of being a nature lover, self-actualization, and age, and was negatively influenced by education. The pro-environment people that were never married were more satisfied with their lives than those that were married. Finally, the life satisfaction of the non-pro-environment people was positively triggered by the personal characteristics of optimism and having an internal locus of control, as well as the domain of life of personal health and age.

Keywords: life satisfaction, sustainability, nature lover, altruism, self-actualization, optimism

1. Introduction

The ultimate goal of human-beings is to experience the happiness or life satisfaction is of course one of the ultimate goals of humans, and being able to live in a good-quality environment is obviously another essential goal. Despite the perceived importance of these goals, however, striving toward a better environment and living with well-being are oftentimes viewed separately, and they are even at times seen to be conflicting, as being environmentally friendly can involve elements of effort and discomfort (De Young, 1990-1991; Lorenzoni et al., 2007). In the current literature, the question whether these goals are necessarily at odds has been raised. In fact, some have indicated that people that are environmentally friendly experience greater happiness in life and receive greater satisfaction with their lives (Kasser & Sheldon, 2002; Brown & Kasser, 2005; Xiao & Li, 2011). This study, therefore, will first focus on whether people that are pro-environment will tend to be more satisfied with their lives than non-pro-environment people. Secondly, this study also will investigate whether there are any differences between the significant determinants of life satisfaction of pro-environment and non-pro-environment people. These determinants are assumed to be the following: the personal characteristic of being optimistic and having control over one's life, being satisfied with various aspects of one's life, including family, personal health, self-actualization, material possessions, and the values of altruism and being lovers of nature.

2. Literature Review

2.1 Life Satisfaction

There have been indications that being pro-ecological promotes, albeit indirectly, a state of psychological restoration (i.e., the recovery from psychological states of fatigue for example produced by stress) (Hartig et al.,

2001). One more positive consequence of being pro-environment is being happy or having a sense of personal well-being (Talbert, 2008). According to some experts, a society that practices sustainable behaviors should be a happy one, or at least it should be on the way for the individuals living it to achieve such a state (Gardner & Prugh, 2008; Talbert, 2008). A few empirical studies have support this claim and have even suggested that having a positive attitude toward the environment may lead to increased well-being. For example, it was found that consuming in a pro-environmental way is related to a person's greater sense of well-being (Brown & Kasser, 2005), to higher overall satisfaction with one's life (Xiao & Li, 2011), and greater overall happiness (Kasser & Sheldon, 2002). It is hypothesized in the present study then that pro-environment people will be more satisfied with their lives than non-pro-environment people.

2.2 Personal Characteristics

2.2.1 Optimism

Schweizer, Beck-Seyffer, and Schneider (1999) have observed that optimism can have an influence an individual's sense of well-being, and Strassle, McKee and Plant (1999) stated that optimism is positively correlated with "life satisfaction, positive physical and mental health, lower frequencies of mental disorders, and self-esteem" (p. 191). Further, Avia (1997) suggested that positive emotions are essential to one's overall well-being, and that being in a good mood and feeling optimistic and being satisfied with one's life are important aspects of a healthy personality. Continuing this line of thought, Marshall et al. (1992) reported that optimism can be strongly associated with positive affect, and Peterson (2000) suggested that optimism can be linked to being in a good mood. With respect to the psychological or mental benefits of optimism, optimism has been found to buffer the effects of the stress of daily life on a person's self-esteem and burnout among woman executives (Fry 1995). Thus, it is hypothesized here that optimism is positively related to one's life satisfaction, regardless of the individual is pro- or non-pro-environment.

2.2.2 Internal Locus of Control

A person's internal control has been linked to a variety of outcomes, among them the following: academic success (Gifford, Briceño-Perriott & Mianzo, 2006), higher self-motivation and social maturity (Nelson & Mathias, 1995), lower incidences of stress and depression (Garber & Seligman, 1980), and a longer life span (Chipperfield, 1993). Further, the degree of a person's psychological and physical well-being has also been shown to be influenced by the person's perception of his or her control over his/her life (Brandstadter & Renner, 1990). One of the main effects of what has been termed the locus of control on the person's personal sense of well-being lies in how it affects his or her strategies for coping (Brandtstadter & Baltes-Gotz, 1990). It follows then that external locus of control can be correlated with higher levels of stress (Garber & Seligman, 1980), and Grob (2000) noted that stress is often caused because an individual perceives the situation to be beyond his or her coping ability. In this sense, the continued perception of stress can have and is likely to have a negative effect on the person's sense of well-being. Someone that has an internal locus of control however, who feels that the situation is within his or her control, can find even a stressful situation stimulating (Owusu-Ansah, 2008)—it is a matter of the person's perception. It can be suggested then that individuals with an "external locus of control" are significantly less happy than people that place the locus of control within themselves; that is, they tend to take more responsibility for themselves and tend to more actively manipulate their environment, thus taking control of events and changing what they are unhappy with (Kulshresta & Sen, 2006). In contrast, people that place the locus of control on an external element feel powerless in terms of being able to control what they feel are their successes or failures (Nielsen, 1987); thus, are unable to remove themselves from situations about which they are not happy (Kulshresta & Sen, 2006). Thus, it is hypothesized here that having an internal locus of control is positively related to a person's life satisfaction, regardless of the pro-environmental condition.

2.3 Domains of Life

2.3.1 Family

Families are important to society and to the individuals of course that make up these families, and the importance of the family as an economic unit and in terms of enhancing the individual's development and well-being has also been well established (Alesina & Giuliano, 2010; Bogenschneider et al., 2012). It is essential then that families provide the necessary support for the members' happiness (Adams et al., 1996; North et al., 2008), and families that function well are vital in ensuring the person's best performance and productivity, and this in turn will improve their well-being. Alesina and Giuliano (2010) analyzed World Values Survey data and reported that people are happier and more satisfied with their lives in countries where stronger family ties obtain; on the other hand, strong family ties suggests less market-related participation and generally lower incomes. Nevertheless, people generally can be seen to be happier if they have strong family ties as opposed to persons living in more

affluent countries for example where the family ties are weaker. It is hypothesized here then that satisfaction with one's family life is positively correlated with life satisfaction regardless whether the individual is pro- or non-pro-environment.

2.3.2 Personal Health

Health has also been seen to be closely related to a person's satisfaction with his/her life (Hamashima, 1994; Stolar, MacEntee & Hill, 1992; von Heideken Wagert et al., 2005; Xavier, Ferraz, Marc, Escosteguy, & Moriguchi, 2003). It should be noted that the connection between health and personal satisfaction has appeared in a variety of studies, including those that focus on health measures based on the self-report of the person's health. Medically-based health measures, at least in terms of diagnoses and prescribed medications, however, have not been investigated as frequently as individuals' self-reports in these life satisfaction studies, and so it can be hypothesized that satisfaction with one's personal health is positively related to life satisfaction regardless whether the individual is pro- or non-pro-environment.

2.3.3 Self-Actualization

Maslow's hierarchy of needs suggests that human needs can be organized according to a pyramid model, where each step represents a grouping of needs, of which there are, according to Maslow, five types: physiological, safety, love/belonging, esteem, and self-actualization. Maslow (1943) suggested that a new (higher) need emerges when the previous one is fulfilled or is at least partially satisfied. In 1962, he expanded his theory and recognized the first four needs as deficiency needs (D-Needs) and the last need as one of "being" (B-Needs). As he explained, "D-Need gratifications come from the world outside the person, not from within." Opposed to these needs, B-Needs or self-actualization needs are related to one's purpose in life and to fulfill our potential, or in Maslow's words, "what a man can be, he must be" in terms of being happy. It is hypothesized then that self-actualization is positively related to life satisfaction regardless whether the individual is pro- or non-pro-environment.

2.3.4 Material Possessions

When examining the relationships between materialism and well-being, it should be borne in mind that different economic and cultural circumstances can influence the meaning of these terms (materialism and well-being), and they can be viewed in terms of "possessions" and "consumption". As argued by Delhey (2010, p.81) "happiness tends to be pretty materialist in poorer places and more postmaterialist in richer ones." In comparing the data from 48 countries, the author demonstrated that income and possessions are more important in terms of one's personal quality of life in poorer countries than they are in richer ones. In the case of Thailand, a developing country, it can be hypothesized that satisfaction with one's material possessions is positively related to life satisfaction regardless whether the individual is pro- or non-pro-environment.

2.4 Values

2.4.1 Altruism

Altruism can be defined as the behaviors that are aimed at helping others without egotistical or selfish intent (Snyder & Lopez, 2002). Post (2005) carried out a review of the literature and found that altruism has a variety of benefits for health and these include increased physical health, longevity, life satisfaction and reduced mortality, and depression and anxiety. Post suggested that the reason why altruism and kindness can be seen as powerful is that they take the individual's focus off his or her personal problems, and this leads then to increased connectedness and social interaction and the result is positive emotions that can have a powerful effect on the person's psychology and physical constitution. Thus, it is hypothesized that altruism is positively related to life satisfaction regardless whether the individual is pro- or non-pro-environment.

2.4.2 Nature Lover

Additionally, individuals that feel a stronger connection with nature may try to find more opportunities to obtain psychological benefits from being with nature or from having "a biophilia perspective," as it is sometimes referred to, in order to experience the satisfaction of feeling connected with other living things. In support of this idea, being connected with nature can be seen to be positively associated with one's contact with nature (e.g., the amount of time spent outdoors) and his or her interaction with other living things (e.g., pet ownership; Nisbet et al., 2009). There is substantial evidence that indicates that exposure to nature leads to increased happiness (Berman et al., 2008, 2012; Mayer et al., 2009; Nisbet & Zelenski, 2011; White et al., 2013), and so it is hypothesized here that being a nature lover is positively related to a person's life satisfaction regardless whether he or she is pro- or non-pro-environment.

3. Methodology

3.1 Sampling

The questionnaire used in this study was first tested with 9 MBA students in order to achieve a preliminary understanding of the content, and this was followed by a pretest, where 6 eligible pro-environment adult respondents and 2 non-pro-environment ones were interviewed and were at least 18 years of age. The questionnaire was revised based on the feedback from the interviewees for regarding suitability and clarity, and then main study was carried out by interviewing 320 eligible shoppers, who were divided into two equal groups—those that were pro-environment and those that were non-pro-environment—at 16 randomly-selected shopping centers in Bangkok. The proportion of pro-environment people out of the number of respondents approached turned out to be 96 percent and the proportion of the non-pro-environment people was 93 percent. The response rate of pro-environment people was 79 percent whereas that of the non-pro-environment people was 82 percent.

3.2 Respondents

The respondents from the pro-environment group and non-pro-environment group were similar in terms of demographics, and were approximately equally distributed as to gender (Table 1). The mean age of both groups was approximately 33 years, and for both groups, the never married outnumbered the married. Most of the individuals in both groups were well educated, with approximately 70% having at least a college education. Further, most of the individuals in both of these groups were employed, and both groups were more or less equally split in terms of household income at 70,000 baht/month.

Table 1. Demographic profile of pro-environment people and non-pro-environment people

	Pro-environment	Non-pro-environment
Gender		
Male	49 %	43 %
Female	51 %	57 %
Age		
Mean (years)	32	34
Marital Status		
Married	39 %	42 %
Never married	58 %	51 %
Not married (i.e., widowed, divorced, separated)	3 %	7 %
Education		
Up to upper primary school	1%	9 %
Lower secondary school	4 %	5 %
Upper secondary school	9 %	8 %
Some college	18 %	10 %
College graduate	56 %	62 %
Advanced degree	11 %	6 %
Employment Status		
Employed	80 %	77 %
Unemployed	4 %	3 %
Not employed (i.e., retired, housewife, student)	16 %	20 %
Monthly Household Income		
Up to 39,999	24 %	25 %
40,000 - 59,999	20 %	21 %
60,000 - 79,999	19 %	18 %
80,000 - 99,999	16%	15 %
100,000 or more	21 %	21 %

3.3 Measures

The scale used to measure the individual's life satisfaction and satisfaction with the various aspects of his/her life, including family, personal health, and material possessions, was similar to the scale used in the study of Leelakulthanit, Day, and Walters (1991). Self-actualization was measured using a single-item seven-point scale, ranging from extremely satisfied to extremely dissatisfied; however, the items of optimism, internal locus of

control, and altruism were multi-item measured using a modified seven-point Likert scale (from 1 equaling strongly agree to 7 equaling strongly disagree). The idea of a person being a nature lover was measured using multi-item seven-point scale ranging from 1 to 7, referring from little to very much respectively.

4. Data Analysis

Exploratory factor analyses were used to attain the unidimensionality of each construct for the multi-item measures. If the unrotated factor analysis results indicated more than one factor, then the items that were weakly related to no factors (factor loadings < .35) or that clearly were connected with more than a single domain were dropped. The remaining items were refactored until unidimensionality was obtained. Then reliability analyses were conducted, as indicated by Cronbach alphas and the reliabilities that were obtained (in the .7 to .9 range) supported the use of the measures (Nunnally, 1978) and the reliabilities ranged from .76 to .96 (see Appendix A).

5. Results

As suggest by the t-test, the pro-environment people were more satisfied with their lives than the non-pro-environment people, and on the average life satisfaction scale of 7.5, the mean life satisfaction of the pro-environment group was 3.22, as opposed to that of the non-pro-environment group at 3.42.

The impact of the personal characteristics of optimism, and internal locus of control, satisfaction with such areas of life as family, personal health, and self-actualization and material possessions, in addition to such values as altruism and being a nature lover and the demographic characteristics regarding life satisfaction, were investigated via multiple regression analyses for both groups (pro-environment and non-pro-environment). Additionally, the values obtained from the scale items (optimism, internal locus of control, the subdomains associated with a particular area of life and life satisfaction, as well as altruism and being a lover of nature) were averaged in order to create measures for those constructs. Education on the other hand was categorized into two groups: those with less than a bachelor degree and those with a bachelor degree or higher. Further, the individuals' household income was also divided into two groups by splitting the group according to monthly household income level at 70,000 baht ($US 1 = 35 Baht). For the pro-environment and non-pro-environment groups multiple regression analyses were carried out by regressing life satisfaction on optimism, internal locus of control, satisfaction with four domains of life—family, personal health, self, and material possessions—and the demographic characteristics of gender, age, marital status, education and monthly household income. These represented the control variables.

Table 2. Results of multiple regression of life satisfaction on its determinants in the pro-environment group

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	2.265	.725		3.123	.002		
optimist	-.080	.127	-.061	-.633	.528	.492	2.032
control	.123	.159	.068	.778	.438	.591	1.691
fam	.045	.114	.033	.393	.695	.632	1.582
phea	.067	.083	.071	.806	.422	.597	1.676
self-actualization	.338	.078	.358	4.314	.000**	.666	1.501
mat	.124	.127	.091	.978	.330	.531	1.882
altruism	-.115	.100	-.085	-1.148	.253	.830	1.204
nuture	.252	.066	.282	3.791	.000**	.830	1.204
gender	-.033	.137	-.017	-.244	.807	.935	1.069
age	-.022	.010	-.197	-2.177	.031*	.561	1.783
marygroup	-.401	.187	-.201	-2.150	.033*	.522	1.915
educgroup	.335	.168	.158	1.990	.049*	.731	1.367
incgroup	-.171	.156	-.088	-1.098	.274	.718	1.392

R^2 = .36 $\overline{R}^2$ = .30 $F_{13,146}$= 6.10   P = .000   * = Significant at $\alpha \leq$ .05   ** = Significant at $\alpha \leq$ .01

The results of the regression for the pro-environment group are shown in Table 2, suggesting that together the 13 independent variables made up 36% of the variance in life satisfaction (R-square = .36). In addition, the items of being a nature lover, self-actualization, and age were seen to have a positive influence on life satisfaction. On the

other hand, education had a negative effect on life satisfaction. This means that the more the people were found to be lovers of nature and the more satisfied they were with their self-actualization, in addition to being older, the more satisfied they tended to be with their lives. This is in contrast to education level, where it was seen that the greater their education level, the less satisfied they tended to be with their lives. Further, those that were never married tended to be more satisfied with their lives than those that had been. As the standardized beta coefficients indicated, the individual's satisfaction with his/her self-actualization had the greatest influence on his/her life satisfaction. This was followed by the values of being a nature lover, marital status, age, and education. It is important to point out here that multicollinearity was not a problem because the magnitude of the variance inflation factors that were connected with the independent variables was less than ten (Wetherill, Duncombe, Kenward, Köllerström, Paul & Vowden, 1986).

For the non-pro-environment group, as shown in Table 3, the results of the regression indicated that taken together, the 13 independent variables explained 37% of the variance in life satisfaction (R-square = .37), and optimism, internal locus of control, and satisfaction with one's personal health and age were seen to have a positive influence on life satisfaction. In other words, the more optimistic a person was, the more he/she felt that he/she was in control of his/her life, and the more the individual was satisfied with his/her health and the older he/she was, the greater was the extent of his/her satisfaction. As can be seen from the standardized beta coefficients, the person's satisfaction with his/her personal health affected his/her life satisfaction the most, and this was followed by age, optimism, and internal locus of control. It should be pointed out that multicollinearity was again not seen to be a problem because the magnitude of the variance inflation factors related to the independent variables was less than ten (Wetherill, Duncombe, Kenward, Köllerström, Paul & Vowden, 1986).

Table 3. Results of multiple regression of life satisfaction on its determinants in the non-pro-environment group

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	2.310	.787		2.934	.004		
optimist	.276	.108	.252	2.551	.012*	.491	2.035
control	.265	.133	.222	2.000	.048	.389	2.569
fam	-.078	.097	-.077	-.800	.425	.515	1.943
phea	.262	.076	.295	3.438	.001*	.651	1.535
self-actualization	-.069	.082	-.084	-.849	.398	.490	2.042
mat	.092	.102	.093	.901	.369	.445	2.246
altruism	-.033	.091	-.031	-.365	.716	.654	1.530
nuture	.083	.057	.117	1.442	.152	.734	1.363
gender	.000	.145	.000	.001	.999	.802	1.247
age	-.026	.010	-.278	-2.751	.007*	.471	2.125
marygroup	-.200	.177	-.108	-1.127	.262	.522	1.917
educgroup	-.181	.164	-.090	-1.109	.270	.724	1.382
incgroup	.030	.146	.016	.207	.836	.772	1.295

R2 = .37　　R2 = .31　　F13,144= 5.89　　P = .000　　* = Significant at α ≤ .05

The mean values of the independent variables were determined, as shown in Table 4, so that the profile of the pro-environment and non-pro-environment people could be assessed, and it was found that the pro-environment people were the most altruistic and the least happy with their health. On the other hand, the non-pro-environment people were found to be the most altruistic but interestingly demonstrated the least love for nature. The pro-environment people overall showed themselves to be more optimistic and to have a greater locus of control regarding, and satisfaction with, the various domains of their life (family, personal health, self-actualization, and material possessions) and they were seen to be nature lovers and altruistic. The greatest difference in the mean values of the pro-environment people and non-pro-environment people was related to their being lovers of nature or not, and it became clear that the pro-environment people were greater lovers of nature than the non-pro-environment people. Finally, the least mean difference of the two groups was related to internal locus of control.

Table 4. Mean Difference of Determinants of Life Satisfaction for the Pro-environment and Non-pro-environment Groups of Respondents

Determinant of Life Satisfaction	Mean Score		Mean Difference	t - test	
	Pro-environment	Non- pro-environment		t - value	Significant
optimist	2.35	2.89	-.54	-5.71	0.00*
control	2.33	2.75	-.43	-5.29	0.00*
fam	2.47	3.20	-.74	-7.85	0.00*
phea	2.86	3.48	-.62	-5.14	0.00*
self-actualization	2.83	3.35	-.52	-4.22	0.00*
mat	2.68	3.36	-.68	-6.90	0.00*
altruism	2.03	2.65	-.62	-6.54	0.00*
nature	2.24	4.21	-1.98	-14.63	0.00*

* = Significant at $\alpha \le .01$

6. Discussion

It has become clear that the value of being a nature lover was a differentiating factor for the pro-environment people and non-pro-environment people because pro-environment people tend to love nature much more than non-pro-environment people. Additionally, being a nature lover was also seen to be positively significantly related to life satisfaction only for the group of pro-environment individuals but was not significantly related to the life satisfaction of the non-pro-environment group. It follows that sustainability development should be promoted through creating the value of being a nature lover for the non-pro-environment group, especially youngsters, who will have more time dealing with the deteriorating environment that we are now facing. Nowadays, in the information technology era, people mostly spend their time in front of electronic screens, and this takes place of course for the most part indoor, thus leading to a situation in which people are alienated from nature. People can be "taken back" to nature through several means, for instance, adopting outdoor hobbies, and growing trees for example.

It is noteworthy that according to the mean value of altruism in the present study, both pro-environment and non-pro-environment people were seen to be altruistic rather than nature lovers, having internal locus of control, being optimist, and being satisfied with their domains of life, including family, material possessions, self-actualization, and personal health. However, it is a pity that the value of altruism did not appear to have any influence on the life satisfaction of either group. This may be because altruism tends to make life meaningful but it does not necessarily make us happy.

7. Conclusion

The personal characteristics of being optimist and having an internal locus of control tended to contribute positively to the life satisfaction of only the non-pro-environment people and did not influence the life satisfaction of pro-environment people. Satisfaction with the personal health domain of one's life had a positive impact on the life satisfaction of the non-pro-environment people, whereas satisfaction with self-actualization did so for the pro-environment people. Neither the value of altruism nor that of being a nature lover contributed to the life satisfaction of the non-pro-environment people, while the value of being a nature lover had a positive influence on the life satisfaction of the pro-environment people. Demographically, age had a positive impact on the life satisfaction of both the non-pro-environment and pro-environment group, whereas education had a negative influence on the life satisfaction of the pro-environment group. The individuals that were never married were found to be more satisfied with their life than those that were married for the pro-environment group.

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Appendix A. Dimensionality and Internal Consistency of Measures

Determinants of Life Satisfaction	Factor Loading
1. Life in General	
Delighted - Terrible Scale	0.80
Faces Scale	0.69
Satisfaction Scale	0.80
Ladder Scale	0.77
Variance Explained	58.88%
Coeff. Alpha	0.76
2. Optimism	
When something bad happens you think it will disappear.	0.72
You look at the good side of others and overlook the bad side.	0.79
You often look on the bright side of your future.	0.80
You are an optimist.	0.83
Variance Explained	61.51%
Coeff. Alpha	0.79
3. Control	
You can control your own fate.	0.61
Any success or failure is up to you.	0.75
You can manage surrounding matters.	0.67
You are free to choose and act in your own way.	0.70
The things that happen to you are a result of your own actions.	0.70
You have the opportunity to change the things that you don't like.	0.69
You are free to express your own opinion.	0.74
The things that you choose are often based on your value and real interest.	0.66
Variance Explained	47.60%
Coeff. Alpha	0.84
4. Family	
Marriage	0.74
Home-Life	0.88
Children	0.81
Housing	0.84
Neighborhood	0.77
Transportation	0.62
Parents, Brothers, Sisters	0.80
Variance Explained	61.27%
Coeff. Alpha	0.89
5. Personal Health	
Wellness	0.88
Stamina	0.89
Mobility	0.88
Appearance	0.79
Variance Explained	74.14%
Coeff. Alpha	0.88
6. Material Possessions	
House	0.80
Furniture and Appliances	0.79
Private Transportation	0.79

Computers	0.75
Mobile Phones	0.80
Clothing and Jewelry	0.83
Saving and Investment	0.65
Variance Explained	60.18%
Coeff. Alpha	0.89
7. Altruism	
I have sympathy for others who are suffering.	0.86
I feel happy helping out others when they have problems.	0.81
I help others when I have the chance	0.85
Variance Explained	70.85%
Coeff. Alpha	0.78
8. Nature Lover	
If you are stressed, being with nature makes you feel relaxed.	0.94
If you worry, being close to nature will make you feel relieved.	0.92
You like to take forest trips.	0.86
You often feel happy when you can be with nature.	0.94
Nature has its own beauty.	0.92
Thinking about it, nature is a remarkable phenomenon in this world.	0.87
Variance Explained	81.93%
Coeff. Alpha	0.96

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Mandarin Chinese Tonal Acquisition by Thai Speakers

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Abstract

The aim of the present empirical study is two-fold. The first aim is to investigate why Thai university students perceive a certain tone better than others or why a certain tone is more difficult to perceive than others. The second aim is to examine to what extent Thai university students can perceive four Chinese Mandarin tones. 14 volunteer university students (2 males; 12 females) participated in the study. Research tools were structured interview and the perception test. The findings from the interview reveal that 9 out of 14 (64%) students claimed that tone 4 was the easiest tone either to perceive or produce. In contrast, 10 out of 14 (71%) stated that tone 3 was the most difficult one to perceive. The qualitative data findings from the interview were greatly consistent with the quantitative data ones from the perception test. That is, Thai speakers performed well in tone 4 (mean scores 24.92 or 99.68%) and tone 1 (24.35 or 97.40%). On the other end of the scale, they had some difficulty identifying tone 2 (21.42 or 85.68%) and tone 3 (19.50 or 78%). It can be concluded that firstly, the hierarchy of tone accessibility from the least difficult to the most difficult one was tone 4 > tone 1 > tone 2 > tone 3. Secondly, students' native language (Thai) or L1 plays a crucial role to their tonal acquisition when Thai speakers deal with foreign lexical tones. For one important reason, tones 1 and 4 in Chinese are very similar to the mid tone and the falling tone in Thai, respectively.

Keywords: Chinese tone, Thai speakers, tone perception

1. Introduction

1.1 Introduce the Problem

At the beginning of the twenty-first century, Chinese courses are available in universities, colleges, secondary schools, or weekend school, no matter which continent one goes to. 506 public universities have Chinese language programs in North America. In Europe, particularly in France, 152 universities offer Chinese courses. In Australia, Chinese was available at 29 universities in 2001. In Asia, South Korea has the highest number of students (approximately over a hundred thousand students) who learn Chinese as a foreign language (CFL) (Xing, 2006). In Thailand, the Chinese language plays an increasingly important role, and the number of Thai students has taken Chinese language courses three times over the past 5 years. Theerawongseri (2009), a former Thai diplomat at Guangzhou, claimed that over 10 Confucian Institutes were set up in many Thai universities to promote Chinese language and culture. These Confucian institutes in Thai public universities also provided Chinese courses to serve the high demand in their areas. Nonetheless, what a former Thai Consul-General mentions is compatible with what Masuntisuk (2009)—a researcher from Chinese Studies Center, Institute of Asian Studies, Chulalongkorn University— states in that the high demand for Chinese comes with many problems, namely the lack of Chinese teachers, inappropriateness of the textbooks, ineffectiveness of the teaching methodology and learning, and so on. Furthermore, the researchers found that not much research on Chinese language teaching and learning, particularly how Thai people deal with the Mandarin Chinese sound system (consonants, vowels, and tones) has been conducted. In terms of Chinese tonal acquisition by Thai speakers, surprisingly, only two research studies by Chen (2012), conducted in Taiwan, and Li (2016), conducted in the People's Republic of China, were found, but they suggested different research findings. That is, Chen ranked the level of tonal difficulty from low to high level: tone1> tone 4> tone 3> tone 2. Thus, Thai speakers performed best in tone 1 and had some difficulty coping with tone 2. On the other hand, Li's study illustrates a different hierarchy of tonal accessibility: tone4 > tone 1> tone 2 > tone 3. Tone 4 outperformed the other three

tones; tone 3 reflected the poorest performance. Both studies were conducted in native Chinese speaking countries where Chinese was regarded as a second language (CSL). As a result, the present study on Mandarin Chinese tonal acquisition by Thai speakers is not only to provide more research studies on Chinese language study, but also to paint a picture of what Thai speakers who learn Chinese as a foreign language (CFL) are facing and how they cope with Chinese tones, specifically the tones that do not exist in Thai phonological system. In addition, the findings can help future research to set up teaching approaches to improve Thai learners' tone acquisition as well.

1.2 Four Mandarin Chinese Tones

Before moving forward to the present study, a brief summary of Chinese tones should be made. By and large, Chinese has four major tones (Chen, 1997; Chen, 2012; Hallé, P., Chang, Y. & Best, C., 2004; Lin, 2007; Li, 2016; Miracle, 1989; and Xing, 2006). The first tone shows high flat pitch level (with pitch value 55). The second tone is high rising (35). The third one reveals a pitch contour from low falling-rising (214). Notice that the second and the third tone end with a rising pitch, but the second tone starts at the middle point on the pitch scale of tone. The third tone starts dip to the lowest pitch on the scale (Xing, 2006). The final tone reflects high falling (51). Below are four Chinese tones spoken by a native Mandarin Chinese female speaker. Each tone on the syllable /ma/ represents a different lexical item.
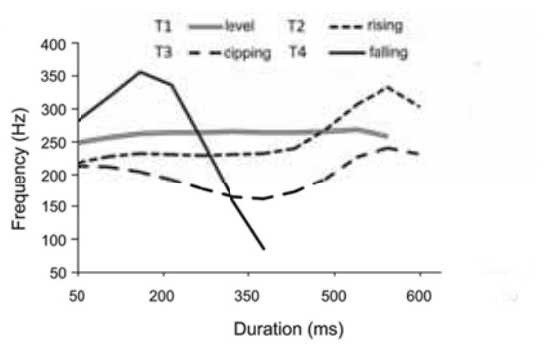

Figure 1. Classification of Four Mandarin Chinese Tones

Source: Tillmann et al (2011).

1.3 Research Objectives

1.   To investigate the reasons why Thai university students perceive a certain tone better than others.

2.   To examine how Thai university students perceive the four Chinese Mandarin tones.

1.4 Research Questions

1.   Why do Thai university students perceive a certain tone better than others?

2.   To what extent can Thai university students perceive the four Chinese Mandarin tones?

2. Method

2.1 Participants

14 second year students from a Thai university volunteered to participate in the present study (12 female students; 2 male students). All of them had registered for Chinese I in the first semester of academic year 2015 and were taking Chinese II at the time this study was conducted. Their age range was between 20-22 years old and none had overseas experience in any Chinese speaking countries. As L2 speakers of Mandarin, all participants had no history of hearing impairments or speech disorders at the time of the present study.

2.2 Research Instruments

Two instruments were employed in this study. The first instrument was a structured interview. The interview consisted of two major part. The first part was to have the participants arrange the tone hierarchy on the scale from the easiest tone to the most difficult one. The second part dealt with the reasons why one tone became the easiest or the most difficult one. The second instrument was a perception test, consisting of 100 questions to cover four Chinese tones (25 test stimuli in each tone). Since this study focused on tone perception, all 100 tokens were monosyllabic words without any context. All 100 questions representing 100 tokens shared the same answer choices (a. tone 1, b. tone 2, c. tone 3, and d. tone 4). A sample of the answer sheet is in Appendix A. It is very important to note that the objective for having the interview before the perception test was because the

researchers intended to investigate the participants' genuine opinions about their tone performance. Otherwise, they might have some influence on the perception test.

2.3 Research Validity and Reliability

In terms of content validity, the researchers collected 120 monosyllabic words from a Chinese I textbook. Then, the selected tokens were presented in the form of the Item-Objective Congruence Index (IOC) to two Thai Chinese instructors who taught Chinese courses in a different university to examine the tokens as to whether they fitted the objectives of the study or not. The statistical results in each question by the two instructors were between 0.5-1.00 which was in a suitable range for content validity. To ensure that the perception test questions were clear enough for the participants, a pilot project to examine the perception test was launched in summer 2014 with 10 students. After the pilot project the researchers made a few changes and finally only 100 tokens were employed in the present study.

2.4 Data Collection and Procedure

To elicit fresh and genuine learners' opinions about the four Chinese tones, the interview was launched and the perception test was provided later. Since all 14 participants were taking Chinese II with one member of the researcher team, individual interviews were arranged at their appropriate time in a quiet room. They were informed to be tape-recorded during the interview. One member of the researcher team acted as the interviewer and began the interview by asking a few general questions about their Chinese study to release some nervousness and pressure from the interviewees. Then, two major questions were asked. One was to have the interviewees arrange the tone hierarchy on the scale from the easiest tone to the most difficult one. Second, they were asked to provide reasons why a certain tone was so difficult or easy for them. Individual interviewees spent 5 minutes completing the session. After the interview, the researchers listened to the tape recorder and made notes of the interview. Two days later, a 100-question perception test was given to the participants. All participants took the test at the same time in a soundproof room. During the test time, in each question they listened to the stimuli produced by a native Chinese female speaker from a tape recorder. Each term was read twice. The pause between the first and second readings was 3-4 seconds. After the second reading, the participants had to identify the best tone from the answer sheet (a. tone 1, b. tone 2, c. tone 3, and d. tone 4). They were informed not to skip any questions, listen to the tape only one time, and spend 10 minutes completing the test. After the test, the researchers collected the answer sheets and entered the participants' test scores on a computer program for the statistical analysis.

3. Results

To answer the first research question (*Why do Thai university students perceive a certain tone better than others?*), individual participants went through the structured interview in a quiet room with a tape recorder and a head-mounted microphone. As mentioned before, they were required to answer two major questions. One is "Could you arrange the tone on the scale from the easiest to the most difficult one?" The second question is "Why is tone X the easiest one, and why is tone Y the most difficult one?" Therefore, this part is divided into two subparts to fit the two interview questions

3.1 Hierarchy of Tonal Accessibility

When asked to arrange the tone accessibility from the easiest to the most difficult, most Thai participants (9 out of 14 or 64%) claimed that tone 4 was the easiest one for them to produce and identify (see Appendix B for more details). Four students (or 29%) stated that tone 1 was the easiest one; only one student (7%) mentioned that tone 3 was the easiest one to produce. When asked to identify the second easiest tone, the answers were varied. That is, seven students (50%) mentioned tone 1; 4 students (29%) opted for tone 4; and three students (21%) chose tone 2. In terms of the most difficult tone, 10 out of 14 (71%) insisted that tone 3 was their major obstacle. 4 students (29%) said that tone 2 was their most difficult tone. When asked to identify the second most difficult, the answers were varied. Seven students (50%) opted for tone 2; three students (21%) chose tone 3; three students (21%) selected tone 1; and one student (7%) identified tone 4. To sum up their answers, Figure 2 reflects the hierarchy of tone accessibility from the interview.

<div align="center">

Tone 4   Tone 1   Tone 2   Tone 3

⟶

</div>

Figure 2. The Hierarchy of Tonal Accessibility (least difficult → most difficult)

3.2 Reasons behind Tonal Accessibility

Most participants (64%) confirmed that tone 4 was fairly clear-cut for them. For example, when producing it, they had to move their pitch abruptly from high to low. Or, when they listened to it, they could find the pitch change moving from a very high pitch to a very low pitch. The airstream mechanism was very sharp but short. Some reflected that this tone was a heavy one and the air was held for a few seconds before immediately releasing it. As mentioned earlier, 29% claimed that tone 1 was the easiest tone. When they were asked to state the reason, the participants claimed that this tone did not require any air stream or energy to produce. The tone level was consistent, flat, and similar to the mid tone in their native language (Thai). Two participants stated that Tone 1 required the least amount of air o produce when compared to the other three Chinese tones. It was very similar to the normal air they used when speaking Thai.

In terms of tone difficulty, most participants (71%) stated the tone 3 was their major obstacle. Most of the participants claimed that they were confused by tones 2 and 3. They could not perceive the pitch contour difference between the two tones in that tone 2 had a sharp rise (35) and tone 3 started from a low level and the pitch went slightly deeper before going up (214). However, some realized that tone 3 required a longer pitch contour or the pitch went deeper and longer than tone 2. One participant stated that tone 3's pitch stayed in the throat; the sound did not come out from the mouth. Interestingly, one participant mentioned that s/he was confused between tones 3 and 1 in the sense that the pitch went up and down, and had no confusion between tones 2 and 3. In his/her opinion, tone 2 was easy since it was short and obvious.

To answer the second research question (*To what extent can Thai university students perceive four Chinese Mandarin tones?),* a quantitative data set is presented in the form of descriptive statistics as follows.

Table 1. Descriptive Statistics from the Perception Test

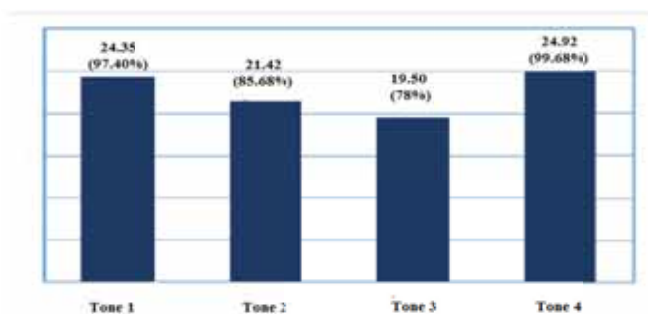| N = 14	Min	Max	Sum	Mean (%)	SD
tone1	22.00	25.00	341.00	24.35 (97.40)	0.92
tone2	18.00	25.00	300.00	21.42 (85.68)	2.34
tone3	9.00	24.00	273.00	19.50 (78.00)	4.25
tone4	24.00	25.00	349.00	24.92 (99.68)	0.26

Figure 3. Perception Test Scores

In Table 1, Thai university students reveal an outstanding performance in tones 1 and 4. To be more specific, they had an impressive performance in tone 4; 13 out of 14 participants could achieve 100% accuracy in the test. The mean score was 24.92 out of 25 (or 99.68%). More details are in Appendix C. In addition, its standard deviation (SD) was the lowest (0.26). This reflects that the amount of variation or dispersion of a set of participants' scores was close to the mean score. In other words, the lower SD the group can show, the better performance the group has. Not surprisingly, its maximum and minimum scores were very close (min 24; max 25). Tone 1 also reveals another fantastic performance with a very high mean score (24.35 or 97.40%) and a very low SD (0.92). However, the participants' scores dropped in tones 2 and 3. In tone 2, the mean score was 21.42 (or 85.68%). The gap between its maximum and minimum scores was wider (min18; max 25); the SD (2.34) is more widespread than that in tones 1 and 4. When compared to the other three tones, tone 3 reveals the poorest performance. The mean score was 19.50 (or 78%). In addition, no participants identified the tones from the test 100% correctly; in other words, it was the only tone in which no perfect score from a single participant was found. The gap between maximum and minimum score was much wider (min 9; max 24) with the highest SD

(4.25). To draw a conclusion, the scale of mean scores and percentages in the four tones from the highest to the lowest was: tone 4, tone1, tone 2, and tone 3, respectively. To visualize the participants' performance, Figure 3 is a bar chart to make a visual summary of the students' scores.

4. Discussion

When a qualitative data from the interview (to answer the first research question) was compared with a quantitative data from the perception test (to answer the second research question), both data sets were highly compatible. That is, tone 4 was the easiest one; tone 1 was the second easiest one; and tone 3 was the most difficult one; and tone 2 was the second most difficult one. The findings in the present study are congruent with those in Li's (2016) study (conducted in China), but they were different from the ones in Chen's (2012) study (conducted in Taiwan). In the latter study, tone 2 was the most difficult and tone 3 became the second most difficult. Tone 1 and tone 4 showed the highest and second highest scores, respectively. Therefore, Chen's hierarchy of tone accessibility from the least difficult to the most difficult one was tone1 > tone 4> tone 3> tone 2. Although the findings from Chen's study was different from those in Li (2016) and the present study, tones 2 and 3 demonstrated an uphill task for native Thai speakers. Below are the reasons behind tonal accessibility for Thai speakers.

Why were tone 1, and particularly tone 4 easy for Thai participants to perceive? To answer this question, the tone contour and pitch level should be taken into account. Generally, tone 4 in Chinese is very similar to the falling tone in Thai. That is, in Chinese tone 4 the pitch level moves from high to low (51/HL), but in the connected speech the pitch might not drop down to the lowest as in a careful speech. In other words, the pitch range can be 52 or 53 (Lin, 2007). Either in careful or connected speech, the pitch level still goes from high to low. Likewise, the pitch in the Thai falling tone (or siǎŋ tʰou) starts from the mid level and moves up and ends with a sudden fall (see Figure 4). Not surprisingly, in the interview session, a few Thai participants stated that they could perceive the pitch level moving from high to low in a sudden manner when dealing with tone 4. Therefore, the Chinese tone 4, as a foreign lexical tone, was an obvious tone for Thai speakers to perceive for the pitch level reason. Mandarin Chinese tone 1 was another tone that Thais perceived well because it was similar to the mid tone in Thai. In general, tone 1's pitch level is 55. It is a flat tone with a very high pitch level. The Thai mid tone has a slight fall all the way and moves up a bit at the end (see Figure 4). However, the pitch level in Thai is not as high as that in Chinese (see Figure 1). During the interview, the researcher also found that some participants mentioned that they had employed the Thai mid tone as a model when coping with Chinese tone 1.
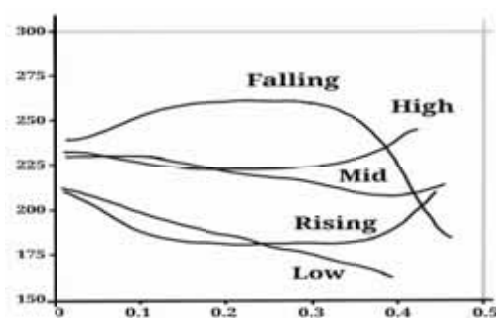

Figure 4. Thai Tones Recorded by Morén and Zsiga (2006, as quoted in Zsiga 2007).

Next, why was tone 3 the most difficult one for native Thai speakers? Many participants claimed that they were confused by tones 2 and 3. By and large, the confusion between these tones is not a very surprising phenomenon. The previous studies, particularly conducted with non-tonal speakers, namely native English speakers, shared the same results (Chen, 1997; Miracle, 1989; Tao and Guo, 2008, to name a few). Not only were native English speakers confused by tones 2 and 3, but they also struggled to deal with tones 1 and 4. Unlike non-tonal language speakers, tonal language learners, such as native Thai speakers, still have some advantages in learning foreign lexical tones (Hallé et al., 2004; Wayland & Guion, 2004; Winke 2007). In the present study, as mentioned earlier, Thai participants were not able to identify tone 2 from tone 3 well. Only a few participants stated that both tones were truly different. That is, tone 2 was a slightly shorter than tone 3. We propose that the Thai rising tone (siǎŋ ɟatʰawa) is very close to tone 3 in Chinese. Figure 5 shows that the contour shape from both Thai and Chinese tones look alike. Tone3's pitch direction moves deeper down than tone 2's. As a result, Thai speakers should have performed well in tone 3, but they had not done it well because of the confusion between tones 2 and 3. If Chinese had only either tone 2 or tone 3, Thai speakers would acquire it easily. In reality, Chinese tones 2 and 3 share certain common and different features. That is, both Chinese tones are

contour tones. Tone 2 is a rising tone; tone 3 is a falling-rising or dipping tone (Chen, 2012). They share the rising pitch direction. However, tone 2 pitch does not go as deep down as tone 3 does. As a result, tone 2's pitch duration is shorter than the other. Most Thai participants might not perceive this difference well enough. The confusion fits the information from the interview session. That is, some participants claimed that both tones were very confusing for them to perceive and produce, and they were not able to distinguish one from the other.
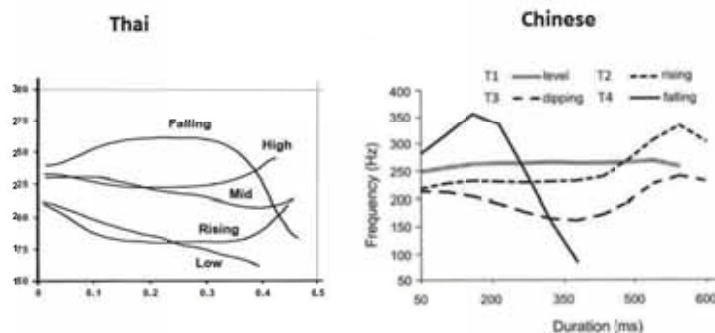

;angues

4.1 Pedagogical Perspectives

Even though Thai speakers perform well in tone 1 (level tone), the pitch level in Chinese tone 1 (55) is much higher than that in Thai mid tone. The instructors should pay special attention to this feature and emphasize these different pitch levels between the Thai mid tone and the Chinese tone 1 in the classroom. Tones 2 and 3 require a great deal of practice with time and energy to pronounce and perceive. Writing a diagram can be a helpful tool to visualize how a pitch movement or pitch level is made. For example, tone 2 starts from low level and has an immediate sharp rise. We agree with Cao (2002)'s suggestion that tone 3 can be represented by a tub or trough shaped diagram to implant the idea of the duration of the dip before the immediate rise. Tone 4 might not be a great concern since most Thai speakers perform it fairly well. Again, the Thai falling tone (sia□ŋ t□ou) requires a bit longer time to produce as a contour tone. Thus, it is very close to Chinese tone 4 in the pitch direction from high to low level, but they are not the same tone. For one important reason, the Thai falling tone does not require as a sharp fall as Chinese tone 4 does. As a result, the attention can be paid to an immediate sharp fall to fit the pitch value 51 when the instructors have the students practice in classroom.

5. Conclusion

The present study investigated how native Thai speakers dealt with foreign lexical tones. Firstly, the interview was launched to gain in-depth information about their opinions on their Chinese tone performance. Later, the researchers employed the perception test to measure Thai participants' performance to examine whether the test scores were compatible with the findings from the interview or not. It can be summarized that both qualitative data (from the interview) and quantitative data (from the perception test) reveal that tone 4 outperformed the other three tones. For one important reason, tone 4 was very close to the falling tone in Thai. However, tone 3 became the most difficult one to perceive (and produce) even though it was similar to the rising tone in Thai, the participants were confused by Chinese tone 2. To a certain extent, L1 or the mother tongue had a significant impact on acquiring foreign lexical tones, but it is not always the case. Since this study was conducted in Thailand, Chinese is regarded as a foreign language (CFL). The present findings, specifically the hierarchy of tonal accessibility, were close to those in Li's (2016) but rather different from those in Chen's (2012) even though both Li and Chen conducted their studies in native Chinese speaking countries (People's Republic of China and Taiwan, respectively) where Chinese was regarded as a second language (CSL) for non-Chinese speakers. As a result, more research studies on this issue particularly in Thailand or CFL contexts are still needed.

5.1 Limitation and suggestions for future studies

One of the major limitations in the present study is the number of participants. Generally, the larger number of participants in the research study, the more reliable the findings are. As a result, this study can be a stepping stone for Thai scholars to conduct more empirical research studies with a high number of participants in the future.

When students' performance in speech sounds is measured, both perception test and production test are

employed. The present study did not have a test to examine a production performance to reflect students' pronunciation to confirm the findings. Thus, to paint the overall and complete picture of participant's performance on the four major Chinese Mandarin tones, the production test is highly recommended in future studies.

Acknowledgments

Authors' contributions

Apichai Rungruang had a primary responsibility for design and analysis of this study and drafted the manuscript. Yanhong Mu participated in data collection and analysis. Both authors read and approved the final manuscript.

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Appendix A

A sample of answer sheet

Name……………………………..………………………………………………………

    1.   a.   ☐   b. ´   c. ∨   d. ヽ

    2.   a.   ☐   b. ´   c. ∨   d. ヽ

    3.   a. ☐   b. ´   c. ∨   d. ヽ

    4.   a. ☐   b. ´   c. ∨   d. ヽ

                   :

                   :

    100. a. ☐   b. ´   c. ∨   d. ヽ

Appendix B

Hierarchy of Tonal Accessibility

During the interviewing time, the individual participants were asked to arrange the tonal accessibility on the scale from the easiest to the most difficult one. The data set below answers the first research question (*Why do Thai university students perceive a certain tone better than others?*)

Participants	Least difficult → most difficult			
S1	4	1	3	2
S2	4	2	1	3
S3	1	4	3	2
S4	1	2	4	3
S5	4	1	2	3
S6	4	2	1	3
S7	4	1	2	3
S8	3	4	1	2
S9	1	4	2	3
S10	1	4	2	3
S11	4	1	2	3
S12	4	1	2	3
S13	4	1	2	3
S14	4	1	3	2

Appendix C

Perception test score report

Scores from the perception test were employed to answer the second research question (*To what extent can Thai university students perceive four Chinese Mandarin tones?*). In the test, the proportion of questions in each tone was of 25 questions (100 questions in total).

	Tone1 (25 Q)	Tone2 (25 Q)	Tone3 (25 Q)	Tone4 (25 Q)
S1	25.00	24.00	20.00	25.00
S2	25.00	20.00	19.00	25.00
S3	25.00	18.00	22.00	25.00
S4	25.00	24.00	24.00	25.00

S5	24.00	22.00	23.00	25.00
S6	24.00	21.00	19.00	25.00
S7	24.00	24.00	15.00	25.00
S8	24.00	19.00	15.00	25.00
S9	22.00	20.00	9.00	25.00
S10	25.00	20.00	24.00	25.00
S11	23.00	24.00	18.00	25.00
S12	25.00	19.00	20.00	25.00
S13	25.00	25.00	24.00	25.00
S14	25.00	20.00	21.00	24.00

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Attitudes towards refugees in Russia, Kyrgyzstan, Lebanon and Saudi Arabia

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Abstract

As refugee flows have increased, western attitudes towards them have become conflicted. Attitudes towards refugees in non-western and in Muslim nations are rarely studied, though these nations accept most refugees. This study of attitudes towards refugees among tertiary students in the Kingdom of Saudi Arabia (KSA), Lebanon, Russia and Kyrgyzstan used Appraisal and content analysis frequencies and co-frequencies. Results showed that the Lebanese realised greater affect, possibly due to their experience of refugees. More generally, nationality shaped attitudes more than religion, tertiary students favour technocratic solutions by government actors despite realistically estimating the challenge, and while students critically analyse the problems created by refugee inflows, they retain a nativist stance and seem unaware of the optics and politics of this stance.

Keywords: attitudes towards refugees, borders, Appraisal analysis, content analysis

1. Introduction

Western nations receiving refugees fleeing the Syrian civil war are debating their commitment to their humanitarian obligations to receive and shelter refugees. This debate reflects the unprecedented scale of displacement and the ructions of the neoliberal western world order, and has called into question national identities, and shaped political leadership. The Syrian refugee crisis is often taken as a precursor to the anticipated refugee flows which will accompany future climate change. Tertiary students will be the decision-makers handling future refugee flows. This study explores the subjective attitudes and content they realise about Syrian refugees.

2. Literature Review

Contemporary western attitudes towards refugees are controverted, with popular anxieties contesting established policies. Muslims refugees have been linked with terrorism since 9/11, which has shaped the reception of Syrian refugees (Eid, 2014). Refugee health has highlighted the burden on welfare and medical systems (Fiddian-Qasmiyeh, Loescher, Long & Sigona, 2014). Poor integration is one cause of western-born Muslim youth embracing jihad (Franz, 2015). The proliferation of jihadist groups has highlighted security issues (Lazaridis, 2016). Thus, the west has become reluctant to accept Muslim refugees, despite their 1949 Geneva Convention obligations.

Anxieties about refugees reflect popular xenophobia, but also problems arising six decades after Geneva, in a world that includes massive population flows due to globalisation, and extensive government responsibilities. The Geneva Conventions arose in a period of global carnage but not global migration or global media. EU governments must manage security and cost-sharing issues arising from free movement in the Schengen zone (Ahrens, Kelly & Liempt, 2014). They must detect which global financial remittances support terrorists abroad (Zhirkov, Verkuyten & Weesie, 2014). The media problematise issues such as gender tolerance (Joly, 2016). While governments articulate integration measures, social media amplifies negative views of the burden on western economies (Hervik, 2014). These new realities tend to undermine Geneva's moral vision (Winter, 2015).

Western media, policy-makers and intellectuals now question whether they can accept refugees (Geiger & Pecoud, 2010). These questions will not subside when peace comes to Syria: climate change will increase refugee flows in coming decades (Tacoli, 2009). Thus, it is important to study refugee reception.

Studies of western attitudes towards refugees are numerous (Davidov & Meuleman, 2012). Many use cohort theory to explore how values change within groups and in response to contextual factors (O'Rourke & Sinnott, 2006). Many connect economic stress with xenophobia (Strabac & Listhaug, 2008). Some frame multiculturalism as bringing groups into conflict, challenging western nativity, and impacting social cohesion (Meuleman, Davidov, & Billiet, 2009). Comparative studies have focused on European national attitudes. Yet Middle-eastern nations are managing the burden of the current crisis, with Lebanon and Jordan, not Geneva signatories, as well as Turkey, Egypt and war-torn Iraq, each taking more than a million refugees (UNHCR, 2016). Negative stereotyping exists among Muslim co-religionists, along the Sunni-Shi'i divide (Jones, 2007). Muslim women stereotype others by their hijab choices (Funk, 2015). Poor Muslim economic migrants face discrimination in wealthier Muslim countries (Jureidini, 2005). Saudi Arabs discriminate against Egyptians, Omanis, Bahrainis and Indians (Al-Rasheed, 2007); Iranian immigrants against non-Iranian Muslims (Moallem, 2005), and Turkish immigrants against non-Turks (Hopkins, 2016). Non-western nations such as Russia and Kyrgyzstan face the same challenges as western nations, in handling massive refugee flows. Thus, the attitudes of non-western and non-Muslim nations help us understand refugee reception more broadly, and forecast reception of future refugee flows.

In this study, attitudes were taken from Saudi, Lebanese, Russian and Kyrgyz university students, about refugees and border control. Data from these nations allows us to compare attitudes in several ways. Linguistically rich data builds a nuanced understanding of non-western attitudes. As Muslim-majority nations, KSA and Lebanon offer important contrasts. Oil wealth makes KSA the world's 20th largest economy, where Lebanon ranks 91st (IMF, 2015). KSA holds a central cultural position through the holy cities Mecca and Medina, and ensures social stability through policing (Niblock, 2004). Saudi youth under 25 are 45% of the population; 82% are urbanised, 35% receive tertiary education (Forstenlechner & Rutledge, 2011). Lebanon is culturally diverse, with long-established Orthodox, Maronite, Catholic, Druze, Sunni and Shia communities (Cleveland, Laroche, Takahashi & Erdoğan, 2014). With 19 official identities, Lebanon suffers from chronic sectarian tensions (Gordon, 2016). Beneficiaries of a globally-connected diaspora, Lebanese students are liberal and individualist (Kraidy, 2007). Lebanese and Saudi youth share elements of history, culture, language and religion, but not wealth, social or conflict experiences.

Russia is a western nation outside "the west", Kyrgyzstan a Muslim nation outside the Middle-East. They offer a valuable comparison with Saudi and Lebanese attitudes. Russia gained Kyrgyzstan in 19th century wars with China, but Kyrgyzstan has reclaimed its identity since its 1991 independence (Kosmarskaya, 2014). Russia, spanning Europe and Asia, incorporates 185 official ethnicities, and 35 regional and 100 minority languages (Pavlenko, 2006). A Geneva Convention signatory, Russia is for 20th century geopolitical reasons not included in what is termed "the west". Its centuries-old relationship with Middle-eastern nations developed separately (Donaldson & Nogee, 2014). Kyrgyzstan's alliances are eastward-looking (Smallbone & Welter, 2012). Russian majorities express negative attitudes towards Muslims (Mayda, 2006). Multiple varieties of Islam are accepted among Kyrgyzstan's 80 ethnic minorities (Montgomery, 2014). Russia ranks 73rd, Kyrgyzstan 181st for GDP (IMF, 2015). Kyrgyz education is dynamic and reform-minded, with an internationalised public and private university system (Heynemandan & Young, 2004). Russian youth distrust globalisation, and nostalgically imagine bygone soviet economic certainties (Pilkington, 2002). Reform in 2007 brought Russian in line with western educational standards (Shenderova, 2011). As western hegemony has declined, Russian and Central Asian stances on global issues have become more important globally (Tsygankov, 2016).

This article explores attitudes towards refugees among students in these four nations. All face refugee issues: Lebanon hosts Syrian refugees, KSA's war with Houthi rebels has generated an influx of Yemeni refugees across its uncontrolled Empty Quarter border, and Russia and Kyrgyzstan must manage jihadi returnees. Research questions addressed in this study included: How do non-western Muslims and extra-western westerners respond to closing borders to refugees? What attitudes are shared among the educated non-western Muslim and non-Muslim westerner youth who will become global entrepreneurs, professionals, media managers, policy-makers and business decision-makers in a decade's time? What are the impacts of being culturally central or less so, economically stronger or less so?

3. Method

Qualitative data was collected, and analysed in three ways. Appraisal analysis was used to identify

frequently-realised attitudes. Content analysis was used to identify ideational element frequencies. Co-frequencies were identified.

3.1 Participants

In all, 338 university participants participated, including 96 Saudis, 81 Lebanese, 77 Russian and 84 Kyrgyz majors in medicine, engineering, business, media, communication and linguistics. All had the advanced English proficiency required for tertiary-level English instruction. Participants' other languages (Arabic, Russian, Turkish) are globally distributed, organising cultural identities for and being widely used in daily life across a large native geography and an extensive diaspora (Ruggles & Silverman, 2009). Thus, while opinions realised will vary within national groups, participants in all locations will view their opinions as representing a global ecumene (Heller, 2003).

3.2 Instrument

Participants were asked to write a 200-word personal opinion on the topic, "Should governments close their borders to refugees?" The prompt was brief, lexicogrammatically simple to avoid ambiguity, and phrased to elicit subjective attitude (Connor-Green, 2000). Giving a personal opinion is a familiar composition task, and elicits greater subjective language than conventional academic essays (Ramanathan & Kaplan, 2000). Presentation of the topic was controlled by a protocol which limited teacher talk time to 3 minutes, required student group discussion, and required teachers to refrain from offering their own opinions (Morgan, 1996). Paragraphs were written out of class the following week, and emailed to researchers. Participants were instructed not to include scientific or historical information. Participation was optional and unassessed, to ensure elicitation of authentic opinion. Data collection occurred from December 2014 to May 2016.

3.3 Appraisal Analysis

Emotions are experienced by all people, and induce signature brain states (Pavlenko, 2002). They find morphosyntactic and lexical expression in all languages (Vakoch & Wurm, 1997). Psycholinguistic models of the lexicogrammatical options for verbalising subjective attitudes articulate networks of semantic classes (Fontaine, Scherer & Soriano, 2013). Derived from systemic functional linguistics, Appraisal is a linguistically delicate form of sentiment analysis used extensively in opinion-mining (Bednarek & Martin, 2011). Appraisal taxonomises direct and indirect realisations of attitude into twenty-four semantic subcategories (Martin & Rose, 2003). "Appraisal theories of emotions have gained widespread acceptance in the field of emotion research" (Kuppens, Van Mechelen, Smits, De Boeck, & Ceulemans, 2007, 689). The Appraisal taxonomy enjoys increasing validity, as paradigms of emotion coming from the fields of linguistics and psychology have grown together. The Attitude system includes three sets: Affect, Judgment and Appreciation, articulated into semantic categories and subcategories (Scherer, Shorr & Johnstone, 2001), as in Figure 1.
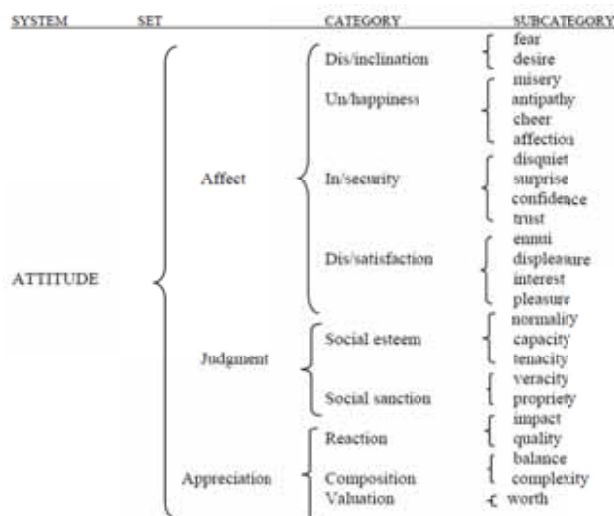

Figure 1. The Attitude system

When realising person opinions, people select their words from many available options (Halliday & Matthiessen, 2004). Realisations are positive or negative. For example, "It is kindness and justice for countries to take in refugees" is positive where "government should never close their borders, it is not a solution to the problem" is negative. Realisations "diversify across a range of grammatical structures" (Martin & White, 2005, 45). One may

directly inscribe an emotion: "I <u>want</u> to help to refugees". Or, one may indirectly invoke an attitude by distributing its elements among the components of a sentence: "[t]he <u>dedicated</u> volunteers' action should remind the world that people have a <u>responsibility</u> and <u>natural</u> or <u>human</u> mental <u>tendency</u> to <u>help</u>" (Scherer, 2005).

Opinion data may be aggregated into a corpus, and attitudes tagged to identify regularities (Read & Carroll, 2012). Text-tagging is widely-used in computational linguistics (Polanyi & Zaenen, 2006). Text-tagging softwares use concordances of hierarchically-defined word classes created through supervised classification tasks, and sophisticated using statistical machine-learning techniques (Pang, Lee & Vaithyanathan 2002). These programs efficiently sort corpus data into semantic classes (Bednarek, 2009). Subjective attitudes are easiest for software to identify (Oatley, Keltner & Jenkins, 2006)). Because Appraisal integrates valence with direct/indirect realisations of the twenty-four semantic subcategories, it offers highly-defined results. This study used the software CorpusTool (CT), which builds in the Appraisal system networks (O'Donnell, 2008).

3.4 Content Analysis

Content analysis represents extensive corpus data as content element frequencies (Bryman, 2004). As units are derived from the corpus, these scores represent content precisely (Roberts, 1997). Coding the complete corpus ensures greater accuracy than sampling (Krippendorf, 2004). In this study, the four national subcorpora were fully coded, generating an emergent coding frame of frequently-realised content elements (Weber, 1985). Elements were mutually exclusive but not exhaustive, focusing on issues relating to refugees only (Denzin & Lincoln, 2000). The clause formed the unit of analysis, as is conventional when analysing linguistic data (Babie, 2001). Element frequency scores used the clause as a boundaried coding unit. Cross-clause counts required lexical or syntactic connection to at least one distal clause (Carley, 1990). Clauses containing manifest content only were counted, with latent content disregarded (Stemler, 2001). In this corpus, the 5 content elements were each broken down into 5 subunits.

3.5 Co-frequencies

This study measured co-frequency as colligations of subunits with attitudinal word classes (Baayen, 2008). Collocations of lexical items were ruled out, as they often reflect idiomatic usage and morphosyntax, for example as "security" often collocates with "apparatus", and "man". Colligation of word classes supports interpreting co-frequencies as indexing culturally normative meanings (Hunston, 2002). The co-frequency measure used was Yule's Y, expressed as a value of -1 through +1, where positive values indicate co-frequencies of varying strengths (Gries, 2008). Only co-frequencies greater than 0.50, unlikely to be generated through morphosyntax or collocation, have been included (Chung & Lee, 2001).

3.6 Inter-rater and inter-coder reliability

The corpus was tagged for Appraisal and coded for content by the lead researcher and a research assistant. Cohen's κ was used to calculate inter-rater and inter-coder reliability, including percent-overall (p-o) and free-margin (f-m) (Lombard, Snyder-Duch & Bracken, 2004).

4. Data

The prompt generated a corpus of 64 776 words, in four national sub-corpora, as in Table 1. Attitude data in Table 2 is excerpted from Appendix A.

4.1 Attitude data

The subcorpora showed attitudinal differences. The Lebanese subcorpus was most positive, the Saudi most negative, though the range was moderate. Affect was infrequently realised, except in the Lebanese subcorpus. The Saudi corpus contained the most Judgment, which reframes emotions as evaluations of people and behaviours (Martin & White, 2005). Judgments of esteem assess people and behaviours with reference to social norms; judgments of sanction realise issues of law, religious creeds, rules and regulations, duties and obligations (Hunston & Thompson, 2000). For example, "It acted admirably and properly to give the refugees an education" reworks a positive feeling of pleasure as a positive evaluation of Saudi government actions. Positive Appreciations were found in all four, negative appreciations in all but the Russian subcorpus. The Kyrgyz corpus contained the most Appreciation, though the range was moderate. Appreciation reframes emotion as statements about the qualities of objects and events outside the self (Martin & Rose, 2003). For example, "This is a very controversial issue" reworks a negative feeling of disquiet as a negative quality of the event.

4.2 Frequently-realised Attitude categories and subcategories

Realisations in six subcategories comprised 60-80% of all attitudes. Judgments were the most frequently-realised, across all subcorpora, particularly Judgments of capacity, positive and negative. Realisations of capacity express

potentialities routinely instantiated in action (Panther & Thornburg, 1999). Thus, in the Russian corpus:

> [A] great amount of tolerance can't lead to anything good. We can bring the eample of modern situation in Europe…Many countries in EU suffer from this invasion for almost half a year and can't solve this problem, because they are afraid to be intolerant.

This participant views tolerance as incapable of solving the refugee problem. His past experiences of European tolerance ground his belief in his ability to make his claim.

Judgments of propriety ranked both positively and negatively in all subcorpora except the Lebanese. These realisations assert authorial stance towards a socially-accepted moral code (Scherer, Schoor & Johnstone, 2001). Thus, in the Saudi corpus:

> While it is noble to offer our support for free, I believe it will do very little benefit in the long run. They should work if they are not studying. But in some traditions they are allowed to sit.

This author adjudicates KSA governmental aid as positively appropriate ("noble") but negatively capable ("little benefit"). She adjudicates employment as positively ("should"), and unemployment as negatively appropriate ("allowed to").

Appreciations of quality ranked positively and negatively in the Saudi and Russian corpora, and positively in the Lebanese and Kyrgyz subcorpora. These rework emotion as attributes of a person or situation. For example, in the Saudi corpus: "Everyone knows it is a grim situation in Syria", "grim" reframes a personal feeling of misery as a quality of the civil war. In the Lebanese corpus: "It would be fantastic if we could give everyone a place, but Lebanon is a small country", "fantastic" reworks positive pleasure as a quality of an imagined solution to the refugee problem.

Normality is fundamental to all languages, as lexis and syntax reflect collective assumptions (Itkonen, 2008). Judgments of normality assess how well people and behaviours fit social norms. Normality ranked positively in the Saudi and Kyrgyz subcorpora, and negatively in the Saudi and Lebanese subcorpora. In the Kyrgyz subcorpus: "Normally, governments' responsibility is [to] give people of that country tranquil life", "normally" realises a positive belief of normal government provision for their people.

Appreciations of worth assess value. Positive and negative realisations of worth were found in the Saudi and Kyrgyz subcorpora. The Saudi comment, "Educating Syrians as doctors can have a valuable effect on their spirit in the difficult period of life, though restrictions on their movement may mean it is not useful in saving others", attributes both positive and negative worth to KSA governmental provision. Judgments of tenacity evaluate the degree of effort required. Positive and negative judgments of tenacity were found in the Russian and negative tenacity in the Lebanese corpus. In the Lebanese subcorpus, "If we keep on taking more people, we will not have anything ourselves" realises a negative judgment of tenacity. Reactions of impact rework emotion as attributes of events outside the self. Positive impact was found in the Russian and negative impact in the Lebanese and Kyrgyz subcorpora. In the Kyrgyz subcorpus: "Because of giving shelter to Syrian refugees, some horrible events are happening, bombings in cities", a negative emotional response is reframed as an attribute of a negative event. Positive and negative pleasure and cheer were found in the Lebanese corpus only ("I'm glad if Syrians can get away from the bombing, but it makes me mad too, because none of this should have happened").

Table 1. Size, sentence and clause, attitudinal density, valence and set values, for four national corpora

CORPUS	WORDS	SENTENCES	CLAUSES	ATTITUDE	ATT D	POSITIVE		NEGATIVE-		AFFECT		JUDGMENT		APPRECIATION	
	N	N	N	N		N	%	N	%	N	%	N	%	N	%
Saudi Arabia	19 416	1203	2763	1229	63.30	681	55.41	548	44.59	208	16.92	696	56.63	325	26.44
Lebanon	18 119	1145	2589	1078	59.50	665	61.69	413	38.31	466	43.23	428	39.70	184	17.07
Russia	15 314	901	2117	982	64.12	592	60.28	390	39.71	273	27.80	475	48.37	234	23.83
Kyrgyzstan	11 927	783	1742	645	54.08	384	59.53	261	40.47	157	24.34	262	40.62	226	35.04
	64 776	4032	9211	3934	60.25	605.50	61.78	378	38.23	276	28.07	44025	43.79	267.25	28.14

Table 2. Frequently-realised semantic subcategories by rank and national subcorpora

RANK	SET-CATEGORY: SUBCATEGORY	SAUDI ARABIA		LEBANON		RUSSIA		KYRGYZSTAN		N	%ATT
		+ve	-ve	+ve	-ve	+ve	-ve	+ve	-ve		
1	Judgment-social esteem: capacity	104	78	88	59	95	66	43	11	544	13.83
2	Judgment-social sanction: propriety	137	116	-	-	114	89	51	33	540	13.73
3	Appreciation-reaction: quality	82	92	51	-	91	83	19	-	418	10.63
4	Judgment-social esteem: normality	93	95	-	67	-	-	70	-	325	8.26
5	Appreciation-valuation: worth	69	53	-	-	-	-	25	24	171	4.35
6	Judgment-social esteem: tenacity	-	-	-	52	62	44	-	-	158	4.02
7	Appreciation-reaction: impact	-	-	-	48	40	-	-	68	156	3.97
8	Affect-Un/happiness: cheer	-	-	93	57	-	-	-	-	150	3.81
9	Affect-dis/satisfaction: pleasure	-	-	108	30	-	-	-	-	138	3.51
										2600	66.09

4.3 Content element and subunit frequencies

Of 9,211 clauses in the four subcorpora, 8,003 contained content. Five frequently-occuring elements were identified: (1) problems caused by refugees, (2), ethical issues, (3) government obligations, (4) interpretations of refugees and (5) solutions. Four subunits were identified for each, and frequency scores obtained (see Appendix B). Differences between participant groups were evident, as in Figure 2. The Lebanese subcorpus had the most distinct profile, focusing on ethical questions over problems and government responses. The Saudi subcorpus focused strongly on ethical questions, and most on government. The Kyrgyz subcorpus focused most on interpreting refugees as persons, defining the problem and seeking solutions. The Kyrgyz and Russian profiles were similar to each other, with the Russian subcorpus focused more on government than ethics. The Lebanese and Saudi profiles focused on problems, solutions and interpretations.
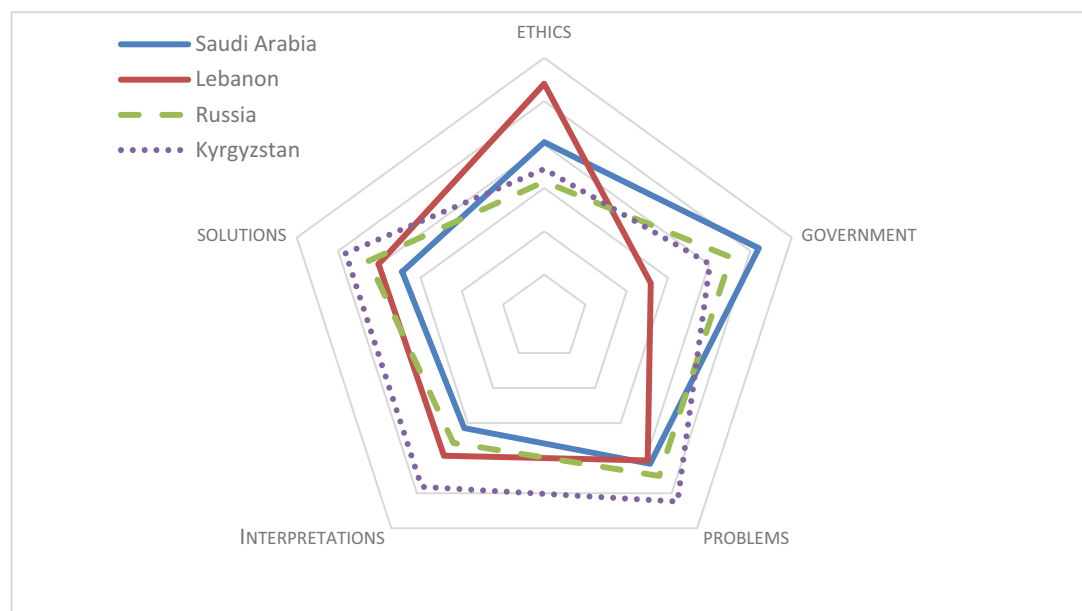

Figure 2. Content element realisations for four national subcorpora

All subcorpora had similar profiles for interpretations of refugees as people, and problems and solutions identified. Realisation frequency in these categories seemed to vary inversely with wealth. Kyrgyzstan, with a GDP 181st in the world, had the highest values. Lebanon, with a GDP 91st, and Russia 73rd, had the next-highest values. Saudi, with the world's 20th highest GDP, had the lowest values.

4.4 Inter-rater and inter-coder reliability

Inter-rater and inter-coder scores were calculated (Freelon, 2010), as in Table 3.

Table 3. Inter-rater and inter-coder reliability scores for four national corpora

corpus	inter-rater		inter-coder	
	p-o	f-m	p-o	f-m
Saudi Arabia	0.873	0.844	0.835	0.817
Lebanon	0.896	0.862	0.857	0.821
Russia	0.856	0.829	0.831	0.808
Kyrgyzstan	0.882	0.854	0.870	0.845

These values are robust, and not attributable to chance.

4.5 Subunit-attitude co-frequencies

The most frequently-realised subunit across all four subcorpora was (5a), closing borders and limiting numbers and kinds of refugees granted entry. While a majority of participants (314=92.90%) considered both pros and cons, clauses about closed outnumbered those about open borders. Concerns mentioned in all subcorpora included territorial integrity, undocumented persons, costs (guards, administration), and crime (smuggling drugs, weapons, sex-slaves). A Saudi participant wrote: "Borders are usually [+normality] closed. People don't [-propriety] just walk in if they want." A Kyrgyz participant wrote:

Territory is one of the main[+normality] and the most important[+normality] immediate constituent of each country. Hence, safety of borders is point of honor[+propriety] of every nation. If military cannot protect[+propriety] boundary it means country does not stand[-normality] on its own two feet.

This subunit co-occurred with positive (KSA 0.63, Kyrgyzstan 0.59) and negative normality (KSA 0.64, Kyrgyzstan 0.51), and positive (KSA 0.57, Russia 0.68, Kyrgyzstan 0.53) and negative propriety (KSA 0.72, Russia 0.62, Kyrgyzstan 0.58).

Refugee crime (2d) was the second most-frequently realised subunit, including robbery, brawling, and organised crime. A Russian participant wrote: "Some refugees under the pretext of [-propriety] saving his life penetrate into the territory of other countries, and then begin to plunder [-propriety] houses". Sexual assault (2c) was frequently-enough mentioned to be its own subunit. A Kyrgyz participant wrote: "in Germany, the government of that country allowed[+propriety] refugees to pass through borders and the result was shocking[-propriety]. Instead of being grateful,[-propriety] they caused mass riots[-propriety] and raped[-propriety] some women." Subunit 2d co-occurred with positive (KSA 0.68, Russia 0.50) and negative propriety (KSA 0.61, Russia 0.57, Kyrgyzstan 0.53).

Terrorism (1d) was third most-frequently realised. Participants discussed terror attacks in Istanbul, France, Germany, UK and Belgium. Some acknowledged negative stereotyping. A Kyrgyz participant wrote:

> [T]here were a lot of[-normality] explosions by terrorists. Mostly, the terrorists were with Islamic origin. So, there emerged an odd convention[-normality] about them that every[+normality] Muslim can[+capacity] do terror.

Some explained terrorism as a psychological consequence of becoming a refugee. A Lebanese participant wrote: "You don't start out a terrorist, but you can[+capacity] become one due to unfair hardships of that life". This subunit (1d) co-occurred with positive (Kyrgyz 0.57) and negative normality (Saudi 0.53), and positive (0.63) and negative (0.60) capacity in the Lebanese subcorpus. Participants in all subcorpora asserted that terrorists were part of refugee populations. Mentions of judicial penalties (5c) for crime and terrorism were frequent enough to be a separate subunit.

The obligation of receiving governments to assess refugee claims (3b) was fourth most-frequently realised. Participants in all subcorpora accepted that some refugees would be rejected or deported. A Saudi participant wrote: "Our government should[+propriety] strictly control the numbers entering, and limit[-capacity] where they can[-capacity] live, and according to what jobs are needed[+capacity]." Assertions that no nation could solve the refugee problem, and that governments had an ethical obligation to prioritise citizen rights, were frequent enough to be defined as separate subunits (5d, 3d). A Lebanese participant wrote:

> Our government has to[+capacity] organise Syrians to provide their own schools and doctors, as in the Palestinian refugee camps. This way, Lebanese who can now hardly[-capacity] take a place in university because of so many Syrians, can[+capacity] get their own education.

Subunit 3b co-occurred with positive (Russia 0.76) and negative propriety (KSA 0.65), and positive (KSA 0.60, Russia 0.56, Kyrgyzstan 0.58, Lebanon 0.61) and negative capacity (KSA 0.57, Lebanon 0.54). Participants in all subcorpora viewed refugees as imposing costs, which governments should control. A Russian participant wrote: "more refugees means more welfare (unemployment benefits, social housing, food stamps, etc) and thus more taxes." Healthcare and education were the most frequently-mentioned resources participants cited as requiring protection for nationals.

Assertions that refugees migrate to the EU for money (4b) was the fifth most-frequently realised, with terms such as "Harrods refugees" and "pseudo-refugees" used. A Lebanese participant wrote: "They come here, but most want to go to Europe because they can[+capacity] get good allowances. You can't[-capacity] get anything, even from the UN here". A Russian participant wrote: "The problem arises because there is a rumor that in Europe is provided high quality[+normality] of life for everyone". A Saudi participant wrote: "These Arabs run to Europe. And why is this? We can[+capacity] answer that they will not get the same[-normality] money if they run to Arab countries." This subunit (4b) co-occurred with positive (KSA 0.55, Russia 0.62, Kyrgyzstan 0.59) and negative capacity (KSA 0.65, Lebanon 0.53, Russia 0.60), and positive (KSA 0.66) and negative normality (Russia 0.55, Kyrgyzstan 0.61). The view that refugees do not want to work was frequent enough to be defined as its own subunit (4d), as was the case for the view that refugees do not want to integrate (4c). A Lebanese participant wrote: "Syrians always think they own Lebanon. But they follow their own customs. Soon there is no Lebanon." Participants in all subcorpora frequently asserted the view that governments should condition acceptance of refugees on employment with limited benefits (5b).

The view that refugees cause social stress (1a) particularly overcrowding and housing competition, as well as (1b) unemployment of citizens, were 6th and 7th most frequently mentioned. A Lebanese participant wrote: "How can we build our economy when we have as many[-normality] Syrians? They do the same[-normality] job but half[-normality] the pay, so our people lose jobs." Russian participants wrote: "[R]efugees of another culture always[-normality] cause tension[-impact]", and "If the refugees refuse to accept the culture of the countries, countries should not accept refugees". Subunit 1a co-occurred with negative normality (Russia 0.65, Kyrgyzstan 0.55) and negative impact (Lebanon 0.62). Anxiety over a loss of cultural identity (1c) and government obligation to preserve existing social norms, particularly language and religion (3c) were frequently-enough realised to be defined as separate subunits.

Understanding that refugees seek safety (4a) was eighth-most frequently-realised, compassionate interpretations of refugees (2a) ninth-most, and acknowledgement of an ethical obligation to provide food and shelter (2b) twelfth-most. A Kyrgyz participant wrote: "Every[+normality] human being wants to live in safety and peace. Refugees from Syria do the same[+normality]." A Russian participant wrote: "We are all[+normality] human and whatever happen as human beings all[+normality] people should help each other in hard time[-normality] without paying attention to their race, religion, nation etc." A Lebanese participant wrote: "War is the most terrible[-impact] thing that can befall a person…We must offer simple[+quality] food and place." The view that wealthy nations should financially support refugees was frequently-enough realised to form a separate subunit (3a). A Kyrgyz participant wrote: "I'm not saying that all[-normality] countries should open their borders to refugees but those governments that are able to support them". Participants rarely identified specific nations, more often acknowledging the difficulties faced by EU nations. A Russian participant wrote:

> Taxpayers of the richest[+quality] and most developed[+quality] countries as Germany, Norway, Switzerland are not able to maintain hundreds of thousands refugees. Many of them want to obtain European citizenship and don't plan to come back home. In my opinion such a situation could have a destructive[-impact] effect for European economy in the nearest future. European civilization is not so stable[-quality] ideologically and religiously as it looks like. If Europeans want to safe their material well-being they need to close country borders to refugees.

The subunit 4a co-occurred with positive (Russia 0.57, Kyrgyzstan 0.51) and negative normality (Russia 0.52), and positive (Russia 0.51, Lebanon 0.64) and negative qualities (Russia 0.50). The subunit 2a compassion co-occurred with negative impact (Lebanon 0.62). The subunit 2b provision of food and shelter co-occurred with positive quality (Lebanon 0.56) and pleasure (Lebanon 0.67).

5. Discussion

Attitude data shows that refugees evoke little emotion among educated non-western Muslims and extra-western westerners. That Lebanon differed in this regard probably reflects its experience hosting 1.5 million Syrians in a tiny country. Appreciations of impact, high in the Lebanese subcorpora alone, are similar. Content analysis revealed that participants understand the refugee crisis to be about problems caused by refugees, the government's obligation to control them, possible solutions, negative stereotypes of refugees as people, and ethical issues. Across all four subcorpora, university students frame their response to these problems and solutions in terms of capacity, propriety, normality and worth. Capacity was most frequently realised, co-occurring with multiple subunits; handling terrorism, critically assessing refugee documentation and managing status claims, administering housing, health, education and other benefits, and excluding those who wanted not to work or to claim benefits unfairly. These show that participants focused on technocratic solutions to the refugee problem. Yet their use of capacity shows reification. Less than 1% were semantically-bleached as in "I can see your point" (Sweetzer, 1988), or constrained existential uses, as in the Russian corpus, "such measures [closing borders] can only have populist meaning"). Few parsed the meaning of the attributed capacity, as did this Kyrgyz participant:

> [R]easons may be different diseases, religious differences or sometimes the hidden motives of refugees like terrorism (it is also possible), but the government can control them. For example, Slovakia receives only those refugees who are in Christian religion.

Most used universal circumstantial modal constructions, which do not restrict the degree of possibility (Portner, 2009), as in the Kyrgyz subcorpus: "[P]ut limitations for immigrants and create strict and serious rules for new comers in which our government can control any unexpected accidents". These realisations valorised national or foreign governments as agents, in a totalising, simplistic manner. This is surprisingly unrealistic: where Saudis may, Russians, Kyrgyz and Lebanese seem less likely to have a high estimate of their governments' efficacy. While a technocratic approach to problem-solving has merit, and attribution of government efficacy will

moderate with work experience, this data identifies the lack of emotional engagement as a significant problem, for refugee reception in non-western and Muslim nations.

Direct realisation of emotion is a reliable indicator of personal engagement, as it represents the self and its experience, as for example in the Lebanese subcorpus, "I feel their fear". But most attitudes in the other subcorpora used lexicalised constructions, which place distance between the self and the experience. Nominalised constructions reframe the experience of emotion metaphorically as a noun, as in the Saudi corpus: "I have a poor opinion of these refugees". Shared subjectivity aligns the author with a specific group perspective, as in the Saudi corpus, "everyone knows that they harass women". Typification subsumes emotional experience within the formality of a category, as in the Russian subcorpus "Refugees should understand that it isn't a chance to increase their quality of life; it's just a kind of charity". Conditional constructions rework emotion as a hypothetical or potential, as in the Kyrgyz corpus, "I think if the only thing refugees want is safety, they could stay in Turkey, but they go further to have social benefits that Turkey will not give". Projection puts the ideas into other voices, as in the Saudi corpus, "We see on the news, how they do not accept to work". This suggests that actual experience of refugees may be more salient than university education in ensuring a positive reception of refugees.

The most common stand-in for emotional was ethical engagement. Propriety was used most after capacity, co-occurring with border control, crime control, and documentation, though Lebanon was again an exception. The majority of these realisations were directly inscribed (in the Saudi corpus, "They should not[-propriety] take anyone who has committed a crime") rather than indirectly invoked (in the Russian corpus, "If a newcomer commits an offence or disturbs others by his or her very bad[-propriety] behavior, this person must be extradited"). This language dichotomises refugees into good and bad kinds, conditioning their fitness to receive assistance on their behaviour. It is understandable that participants criticise behaviours such as robbery and rape, and identify social problems associated with refugee populations. But their focus on these without a similar realisation of the obligation of care is troubling. While the 1951 UN Convention, Article 1/F specifies serious crime as a reason for excluding persons from refugee status, refugees also have the right of non-refoulement, or return to territories in which their lives or safety are endangered, and of freedom of movement within the host nation (Foster, 2007). This highlights the necessity to teach refugee reception to tertiary students.

6. Conclusion

This study has produced four main conclusions. First, national identity shaped the attitudes realised more than religious or economic factors. The Lebanese corpus was most positive, the Saudi most negative. The Lebanese corpus had the greatest congruency, affect and ethics content, where co-religionists in KSA realised more propriety and government content. The economies of KSA, Russia and Kyrgyzstan are very different, and yet their attitudes were more similar to each other than to those of Lebanese participants. This suggests that personal experience is more significant than nationality, religion or economic status in shaping attitudes towards refugees.

Second, tertiary students' response to the refugee crisis lacks emotion. Participants in all subcorpora most frequently realised capacity, propriety, normality and worth. Positive judgments of capacity in all participant groups suggest a belief that it is possible to handle the crisis effectively, but these were contradicted by judgments of tenacity, suggesting participants correctly perceive the challenge, perhaps indicating that they compartmentalise experiential and cognitive sources of understanding. This conclusion is supported by the distinct qualities of the Lebanese corpus. Participants from wealthier nations, KSA and Russia, realised government-related content more frequently, and have more effective governments than Lebanon and Kyrgyzstan. Yet Kyrgyz and Russian co-frequencies of propriety and government-related content were more similar to each other than to the Lebanese corpus, again suggesting that it was Lebanese participants' experiences of refugees accounts for their different responses. High reification and low semantic bleaching also supports this view. Overall, this suggests that university students place excessive faith in technocratic solutions, unless they have contrary personal experience.

Third, tertiary students seem underprepared to respond to future refugee flows. They assert the propriety of defending borders and social systems against refugees whom they stereotype negatively as lazy and greedy troublemakers and terrorists. The most common co-frequency was normality, for closed borders. The second most frequent was refugee crime with negative propriety. Responses lack compassion, and reflect nativist self-interest, consonant with group threat theory. The Lebanese corpus was the exception to this, suggesting experience of refugees elicits compassion, and counters defensive stereotyping. As future leaders and decision-makers, they seem not to appreciate the politics and the optics of nativism. Moral leadership requires that compassion is expressed, and enacted, for both communities. A nativist reception may be read as prejudice,

exclusion, selfishness, ineffectiveness or isolationism (Fiddian-Qasmiyeh, Loescher, Long & Sigona, 2014). Refugee reception will retain political significance, as climate change increasingly shapes 21st century politics.

Fourth, while students' focus on problem-analysis is valuable, critical thinking may not be sufficient to manage future refugee crises. Content analysis generated 20 subunits focused on practical challenges of refugee inflows, but only 5 focused on the ethical dimensions of the crisis. The relatively low realisation of solidarity with and compassion for refugees suggests contemporary students remain blind to their own positionality, which often undermines the reception of leaders and decisions. Cohort theory shows that attitudes change slowly, in response to changing contexts. This suggests the need to teach contemporary tertiary students greater critical awareness of nativism, emphasising the ethics and politics of national responses to refugee flows, but also teaching a critical awareness of positionality. The teaching of empathy and compassion has been extensively developed in healthcare contexts: these methods could be used more broadly in foundation year content, in order to prepare tertiary youth for a future in which refugees will become part of daily life.

This study has limitations. Sample size impacts the accurate representation of tertiary students' attitudes, particularly in the case of Russia, which has a large population. While the nations selected furnish useful comparisons, comparing mega-states such as Russia and micro-states such as Lebanon is difficult. This may be somewhat mitigated in the remaining four studies of hot-button social issues connected with refugees: contraception, employment, education and citizenship. These may provide a more accurate picture of non-western and Muslim attitudes.

Acknowledgements

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Appendix A

Frequently-realised Attitudinal subcategories by valence and rank

				SAUDI ARABIA			
	POSITIVE						
RANK	SET	CATEGORY	SUBCATEGORY	EXAMPLES	N	% +	%ATT
1	Judgment	social esteem	propriety	should, must, supposed to	137	20.12	11.15
2	Judgment	social sanction	capacity	can, able to, know how to	104	15.27	8.46
3	Judgment	social esteem	normality	usual, regular, common	93	13.66	7.57
4	Appreciation	reaction	quality	lovely, fine, great	82	12.04	6.67
5	Affect	in/security	trust	believe, expect, rely	81	11.89	6.59
6	Appreciation	valuation	worth	valuable, costly, merit	69	10.13	5.61
					562	82.53	45.73
	NEGATIVE						
RANK	SET	CATEGORY	SUBCATEGORY	EXAMPLES		% -	
1	Judgment	social sanction	propriety	shouldn't, wrong, mistake	116	21.17	9.44
2	Judgment	social esteem	normality	too different, strange	95	17.34	7.73
3	Appreciation	reaction	quality	awful, poor, down	92	16.79	7.49
4	Judgment	social esteem	capacity	cannot, not able to	78	14.23	6.35
5	Appreciation	valuation	worth	no purpose, not worth it	53	9.67	4.31
6	Affect	in/security	confidence	uncertainty, worry	45	8.21	3.66

					479	87.41	38.73

LEBANON

		POSITIVE					
RANK	SET	CATEGORY	SUBCATEGORY	EXAMPLES	N	% +	%ATT
1	Affect	dis/satisfaction	pleasure	glad, fun, pleased	108	16.24	10.02
2	Affect	un/happiness	cheer	happiness, content, joy	93	13.98	8.63
3	Judgment	social esteem	capacity	can, able to, could	88	13.23	8.16
4	Affect	dis/inclination	desire	want, long for, need	72	10.83	6.68
5	Judgment	social esteem	normality	usual, natural, normal	67	10.08	6.22
6	Appreciation	reaction	quality	amazing, great, fantastic	51	7.67	4.73
					479	72.03	44.43
		NEGATIVE					
RANK	SET	CATEGORY	SUBCATEGORY	EXAMPLES		%-	
1	Affect	un/happiness	misery	unhappy, heart breaking	61	14.80	5.66
2	Judgment	social esteem	capacity	unable, cannot, incapable	59	14.29	5.47
3	Affect	un/happiness	cheer	happiness, content, joy	57	13.98	5.47
4	Judgment	social esteem	tenacity	weak, unreliable, fragile	52	12.59	4.82
5	Appreciation	reaction	impact	horrible, awful, nasty	48	11.62	4.45
6	Affect	dis/satisfaction	pleasure	upset at, mad, angry about	30	7.26	2.78
					307	74.33	28.48

RUSSIA

		POSITIVE					
RANK	SET	CATEGORY	SUBCATEGORY	EXAMPLES	N	% +	%ATT
1	Judgment	social sanction	propriety	should, must, ought	114	19.26	11.61
2	Judgment	social esteem	capacity	can, able to, know how to	95	16.05	9.67
3	Appreciation	reaction	quality	dramatic, peaceful	91	15.37	9.27
4	Judgment	social sanction	tenacity	keep on, durable, sturdy	62	10.47	6.31
5	Appreciation	reaction	impact	helpful, beneficial, relief	40	6.76	4.07
6	Affect	un/happiness	misery	happy, relaxed, soothe	34	5.74	3.46
					436	73.65	44.40
		NEGATIVE					
RANK	SET	CATEGORY	SUBCATEGORY	EXAMPLES	N	% -	%ATT
1	Judgment	social sanction	propriety	not proper, wrong, bad	89	22.82	9.06
2	Appreciation	reaction	quality	uncontrollable, tough	83	21.28	8.45
3	Judgment	social esteem	capacity	cannot, don't know how	66	11.15	6.72
4	Affect	in/security	confidence	unclear, timid, unsafe	55	14.10	5.60
5	Judgment	social esteem	tenacity	stop, (not) continue	44	7.43	7.57
6	Affect	dis/inclination	fear	fear, fearful, afraid	31	5.24	3.16
					368	62.17	37.47

KYRGYZSTAN

		POSITIVE					
RANK	SET	CATEGORY	SUBCATEGORY	EXAMPLES	N	% -	%ATT
1	Judgment	social esteem	normality	special, different, cool	70	20.11	10.85
2	Affect	dis/satisfaction	pleasure	pleased about, content	64	18.39	9.92
3	Judgment	social sanction	propriety	proper, right, real	51	14.66	7.91
4	Judgment	social esteem	capacity	can, know how to, ability	43	12.36	6.67
5	Appreciation	valuation	worth	best, valuable, worthwhile	25	7.18	3.88
6	Appreciation	reaction	quality	crazy, harsh, unkind	19	5.46	2.95
					272	78.16	42.17
		NEGATIVE					
RANK	SET	CATEGORY	SUBCATEGORY	EXAMPLES	N	% +	%ATT
1	Appreciation	reaction	impact	appalling, horrible, awful	68	19.54	10.54
2	Judgment	social sanction	propriety	wrong, mistaken, mustn't	33	12.64	5.12
3	Affect	in/security	confidence	feel sure, definitely	31	11.49	4.65
4	Appreciation	valuation	worth	futile, pointless, not worth	24	9.58	3.88
5	Judgment	social esteem	capacity	cannot, isn't able to	11	4.21	1.71
6	Affect	dis/satisfaction	pleasure	angry, upset, fed up	9	2.59	1.40
					176	67.43	27.29

This table presents values for the six most frequently-realised semantic subcategories, for each national subcorpus. Realisations of the other 18 subcategories together comprised 0.83 to 1.67% of all attitudes, cannot be considered to represent frequently-held attitudes, and thus have been excluded.

Appendix B. Content elements and subunits, ranked by frequency of mentions

content element	subunits	Saudi Arabia		Lebanon		Russia		Kyrgyzstan		ave %	rank
		n	%	n	%	n	%	n	%		
1. problems caused	(a) for citizens social stress	37	1.63	172	7.32	73	3.95	145	12.34	6.31	6
	(b) for citizens: unemployment	224	9.85	41	1.74	96	5.20	93	6.07	5.72	7
	(c) for nation: loss of cultural identity	26	1.14	27	1.15	105	5.69	12	0.78	2.19	18
	(d) for nation: terrorism	186	8.18	238	10.12	142	7.69	151	9.86	8.96	3
		473	20.80	478	20.33	416	22.54	401	26.17		
2. ethical issues	(a) service: compassion for the unfortunate	41	1.80	232	9.87	76	4.12	85	5.55	5.34	9
	(b) service: provision of basic food and shelter	59	2.59	180	7.66	58	3.14	47	3.07	4.12	12
	(c) offence: sexual misconduct by refugees	98	4.31	46	1.96	74	4.01	79	5.16	3.86	13
	(d) offence: crimes committed by refugees	263	11.57	177	7.53	82	4.44	52	3.39	10.18	2
		461	20.27	635	27.01	290	15.71	263	17.17		
3. government obligations	(a) to refugees: wealthy nations should take more refugees	23	1.01	156	6.64	77	4.17	129	8.42	5.06	10
	(b) to refugees: rigorous assessment and selection of refugees	278	12.23	43	1.83	139	7.53	140	9.14	7.68	4
	(c) to citizens: preservation of existing social norms (language, religion)	94	4.13	26	1.11	118	6.39	16	1.04	3.17	16
	(d) to citizens: priority for social services (education, medical)	196	8.62	79	3.36	84	4.55	23	1.50	4.51	11
		591	26.02	304	12.93	418	22.64	308	20.10		
4. interpretations of refugees	(a) empathetic: refugees want safety	33	1.45	165	7.02	57	3.09	156	10.18	5.44	8
	(b) sceptical: refugees want to become rich in the EU	71	3.12	230	9.78	75	4.06	168	10.97	6.98	5
	(c) sceptical: refugees do not want to integrate culturally	164	7.21	25	1.06	88	4.77	34	2.22	3.82	14
	(d) sceptical: refugees do not want to work	89	3.81	42	1.79	109	5.90	11	0.72	3.06	17
		357	15.70	462	19.65	329	17.82	369	24.09		
5. solutions	(a) security: control borders to limit numbers entering, who enters	202	8.89	197	8.38	211	11.43	187	12.21	10.23	1
	(b) national: regulation of refugee employment and benefits	45	1.98	169	7.19	102	5.53	5	0.33	3.76	15
	(c) refugee: judicial penalties for refugee law-breaking	92	4.05	35	1.49	66	3.58	48	3.13	3.06	17
	(d) national: nations cannot solve all refugee problems	53	2.33	71	3.02	14	0.76	17	1.11	1.81	19
		392	17.24	472	20.08	393	21.29	191	12.47		
	N content clauses	2274		2351		1846		1532			

The Meaning and Evolution of the Name "Hangzhou Silk"

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Abstract

With regard to the meaning and evolution of "Hangzhou Silk", the author uses the documentary research methodology to trim and verify from three aspects of industry name, product name and brand name respectively, attempting to find out the source of "Hangzhou Silk" from historical documents. Research shows that, as the industry name being called as "Hangzhou satin industry" or "Hangzhou silk weaving industry", it was generally called as the "Hangzhou Silk and Satin Industry" after the combination of Hangzhou Silk Reeling Industry Association and Hangzhou Silk Weaving Industry Association until 1952. As the product name being called as "Hangzhou silk" or "Hangzhou satin", it was called as "Hangzhou silk "after the China liberation. As the brand name, it referred to the specific silk products of Hangzhou region in particular after being awarded of protection as Chinese national geographical mark product since September 2011.

Keywords: Hangzhou silk, Hangzhou Satin, Industry, Grand

Hangzhou silk is a combination of the geographical name "Hangzhou" and the product name "silk" from the literal meaning and a phrase with three connotations as industry, product and brand appeared in modern and contemporary writings from historical documents. The author is going to verify the source and connotation of "Hangzhou silk" from these three aspects respectively.

1. "Hangzhou Silk" as the Name of the Industry

The rise and development of Hangzhou silk industry can be traced back to the Liangzhu culture period (4000 to 5300 years ago). It is with a long history which originated from agriculture (mulberry planting, silkworms cultivation and silk reeling as peasants' subsidiaries), extended to the silk weaving industry and commerce, and experienced the separation of silkworm mulberry planting industry and silk weaving industry, silk reeling industry and silk weaving industry, and integration of silk reeling industry and silk weaving industry with the upstream and downstream industry chain after the Chinese liberation. The connotation and replacement of "Hangzhou silk" are highly related to the development of silk industry.

1.1 The Development of Hangzhou Silk Industry

Inference that clothing mainly consisted of three categories including silk, kudzu and hemp during the Liangzhu culture period, Hangzhou ancestors had begun to engage in mulberry planting, silkworms cultivation and silk production four thousand seven hundred years ago. (Xu & Yuan, 2011, p. 9)During the Spring and Autumn and the Warring States periods, mulberry planting, silkworms cultivation and silk production were important economy pillars in Wu kingdom and Yue kingdom." Reduction of taxation and encouragement of mulberry planting" was an important content in the great power plan proposed by Fan Li.

Continuous development of Hangzhou silk industry has been gained since Hangzhou was set up in replacement of Qiantang County since the ninth year of Sui Dynasty (589, AD). Thin silk fabrics produced in Hangzhou, being praised as "world-crowned" during the Tang Dynasty, became the royal court tribute, and was sold to the northwest border and Central Asian countries along the "Silk Road".

In the first year (995, AD) of Zhidao period of Song dynasty, the Emperor Taizong "decreed to set up silk weaving bureau in Hangzhou and buy silk from other provinces to its use". In the first year (1102, AD) of Chongning period of Song dynasty, the Emperor Huizong "commanded the eunuch Guan Tong to set up a bureau

in Suzhou and Hangzhou to fabricate weaving utensils......achieving delicacy through complicated weaving and embroidery craftsmanship". "Hangzhou as capital of former dynasties has the tradition of admiring exquisite techniques" was mentioned by Buzhi Chao in the *Seven Narrations*. Due to capital relocation to Hangzhou by the Southern Song Dynasty, a large number of officials, wealthy and influential families, merchants and craftsmen came and brought exquisite silkworms cultivation and silk weaving techniques, making Hangzhou the national center of silk production, trade, technology and information at that time, thus obtaining the reputation as "Home of Silk" around the world.

During the Yuan Dynasty, the silk weaving industry in Hangzhou was still on a large scale. "Most of the locals were wearing silk and brocade clothes on account of large quantity of silk and satin produced in Hangzhou and shipped from other provinces." was recorded in *The Travels of Marco Polo*. Through the introduction by the famous Italian traveler Marco Polo, Hangzhou silk was renowned in Europe, especially in Italy.

According to records of *Hangzhou Chronicles of the Ming Dynasty*, silk and satin trade was flourishing in Hangzhou. Hangzhou private silk industry gained the reputation of "most exquisite craftsmanship and best selling all over the world". During this period, handicraft workshops with the nature of capitalism appeared in Hangzhou silk industry. With rapid development of private silk weaving industry, a relatively concentrated silk weaving industry zone was gradually formed. The most concentrated area of household workshops were at Zhongqing Lane and Xiangan alley (now Xinhua Road area), being described as "so far all people in this county were engaged in the silk and brocade weaving industry."

Compared with Jiangning and Suzhou Weaving Bureau, Hangzhou Weaving Bureau was with the largest scale and quantity of production in the Qing Dynasty. The unprecedented splendor of "tens of thousands of household workshops" emerged in Hangzhou private silk weaving industry, of which E Li of Qing Dynasty recorded in the *City East Miscellanies*: "sounds of looms can be heard in every household in the city east of Hangzhou". At that time, a number of local production was named after "Hang", such as Hang gauze, Hang fabrics, Hang silk (Nanjing silk), Hangzhou satin, etc. among abundant categories of silk products.

1.2 Used Names of Hangzhou Silk Industry

Hangzhou silk industry, on the expression, was called as Hangzhou silk industry or Hangzhou satin industry during most of ancient times. Clear appearance of expression which can be verified as "Hangzhou silk industry", "Hangzhou satin industry" or "Hangzhou silk and satin industry" in the historical materials from ancient times to the present is as follows.

On the records of "Hangzhou silk industry"**.** In the twenty-second year (1817, AD) of Emperor Jiaqing, "Satin Industry Guild Hall" (ie. Guancheng Hall) located besides the Confucian Temple at Zhongqing Lane in Hangzhou was funded by satin merchants. In the thirtieth year (1904, AD) of Emperor Guangxu, the "Satin Industry Guild Hall" was reconstructed and relocated to Buru Garden previously belonged to Bing Ding (a renowned book collector in Qing Dynasty) at Baoxin Lane besides Yindong Bridge, in which a stele with the inscription of "*Reconstruction of The Guanchen Hall*" recorded:" Hangzhou satin industry was renowned around the world while the Guancheng Hall was only known to satin industry practitioners...... Zai Chu, the ninth grandson of Suiliang Chu, returned with looming technique from Guangling (now Yangzhou) and the boom of satin industry in Hangzhou was triggered thereafter." (Zhu, 1985, p. 112) In early years of the Republic of China, the buyers and sellers of the silk industry were accustomed to negotiate at the "Arong Teahouse" on the street (now Xinhua Road) before the White Lotus Temple, gradually developing into the "Tea Chamber of Satin Industry Trade". In the 15th year of the Republic of China (1926, AD), with organization from Hangzhou Silk Industry Guild (Guancheng Hall), the trade venue was relocated to the entrance to Wangma Lane and "Hangzhou Satin Public Trade Market" was officially established. In the 24th year (1935, AD) of the Republic of China, it was relocated to Changqing Street and Restructured as a government-supervised and civilian-run "Hangzhou Satin Industry Market", becoming an important transaction venue for household workshops and satin shops. In the 26th year (1937, AD) of the Republic of China, satin transaction paused and the venue was taken as stud farm after Hangzhou was occupied by Japanese. In the 29th year (1940, AD) of the Republic of China, the Ministry of Construction under Japanese Puppet Regime took over the satin market on the Changqing Street and changed the name to Zhejiang Provincial Satin Trade Market. (Zhejiang Province Silk Compilation Committee, 1999, p. 181) In the 34th year (1945, AD) of the Republic of China, Hangzhou Municipal Government took over the satin trade market and the Satin Mechants Association applied to operate by itself and changed name to Hangzhou Satin Market, in which raw materials (Note 1) were mostly transacted. In June 1951, the silk industry market was established at No. 2, Daijia Lane, East Street Road by the Hangzhou Municipal Bureau of Commerce (Zhejiang Province Silk Compilation Committee, 1999, p. 316). Hereto, Hangzhou satin industry and Hangzhou silk

industry were indeed two parallel industry.

On the records of "silk industry and satin industry". In the fifty-fourth year (1789) of Emperor Qianlong, Wuxing Guild Hall was built in Suzhou by Huzhou merchants to promote the success of silk industry and satin industry. In the third year (1911) of Emperor Xuantong, "like residents in the north-eastern district of Hangzhou, half of women were engaged in silk winding. Due to failure of satin industry recently and decline of silk industry as well...."was recorded by the *China Silk Industry Association Journal*. In the 19th Year(1930, AD) of the Republic of China, "Imported crystal and rayon flooded into the market in recent years, bringing continuous blow to domestic silk and causing shut-down or rest to more than half of silk factories belonged to Huzhou merchants. Even sporadic weaving industry was also non-profitable due to the disastrous decline of both silk and satin industry." was stated in the "*Report to Zhejiang Provincial Government to Maintain Silk Industry in Huzhou District*" from Huzhou committee organized by Huzhou silk merchants. In the 36th year (1947, AD) of the Republic of China, Shunfu Yao (1903 ~ 1973) participated in the preparation and served as standing director of the National Silk Industry Association, and director-general of Zhejiang Provincial Silk Industry Association. Silk industry was restructured to register membership after the victory of Anti-Japanese war. Large-scale silk factories belonged to the "Guancheng Hall", the Hangzhou Silk Weaving Industry Association and household workshops belonged to the "Dajing Hall", the Hangzhou Silk Industry Association. They were re-divided into silk industry Association and mechanical and electrical silk industry Association afterwards. These records indicated that silk industry and satin industry were gradually converging to be classified as an industry ultimately.

On the records of "Hangzhou Silk Industry". Related records on "Hangzhou Silk" appeared in historical documents in modern times. Evolution of utensils and changes in industry organization, marking the transformation of Chinese silk industry from the traditional handicraft to the large-scale machinery, "Hangzhou silk industry evolved from the household handicraft to the factory mechanical industry" (Compilation of Zhejiang Economy survey by Construction Committee, 1971, p. 351) "In the periods of Emperor Guangxu, silk chain stores stand in great numbers in Hangzhou during the prosperity of Hangzhou silk". Later on, Hangzhou silk suffered heavy setback when Japanese silk products flooded into Chinese market in a large quantity.

As an industry, "Hangzhou Silk" was once called as "Hangzhou satin industry" or "Hangzhou silk weaving industry". It generally refers to "Hangzhou Silk Industry" after combination of Hangzhou Silk Reeling Industry Association and Hangzhou Silk weaving Industry Association until 1952. As an industry name, "Hangzhou Silk" refers to the upstream and downstream industries associated with silk production, including mulberry planting, silkworm cultivation, silk reeling, silk weaving, silk machinery and the design, production and sales of silk garments and finished products, etc.

2. "Hangzhou Silk" as the Product Name

As the product name, "14Hangzhou Silk", mostly called as Hangzhou-produced silk and satin in ancient times, refers to various Hangzhou-produced silk products made of silk as main raw material. Names appeared as "Hangzhou Silk", "Hangzhou Satin", "Hang Silk" and "Hang Satin" etc. in historical documents can be verified as follows.

2.1 On the records of "Hangzhou Satin"

According to the records in "*Statutes and Government Affairs of Guangxu in Qing dynasty. The Imperial Household Department*": "change into land transportation of Hangzhou satin shipped to Beijing was discussed and approved in the forty-seventh year (1782, AD) of Emperor Qianlong." In the twenty-eighth year (1848,AD) of Emperor Daoguang, Qi Yu, the administrative officer in charge of Hangzhou silk weaving, submitted a memorial to the emperor with statement that "Satin prepared for God worships and clothes for the emperor and imperial concubines was dispatched to three cities every year routinely, among which Hangzhou occupied mostly ". (Fan, 1988, p. 80-87)

2.2 On the records of "Hangzhou Satin"

In the first year of Emperor Shunzhi, the emperor issued a ban: "silk and satin sold on the market was precise regarding to length and width in past years, recently ... ... Order issued to all workshops and merchants in Jiangning (Now Nanjing), Suzhou and Hangzhou that weaving and sale of silk and satin must be precise in length and width and endurable. Personnel involved in provision of lack, narrow, loose or thin satin would be sentenced. (Note 2) Appealed by British merchants and approved by the emperor through report from Suchang, governor of Guangdong and Guangxi province in the twenty-seventh year (1762, AD) of Emperor Qianlong, " to show the intention of benefiting foreign countries, per ship was allowed to purchase with a quota of two

thousand and five huandred kilograms native silk, one thousand and five hundred kilograms native silk made from the second batch of silkworms from Huzhou. Silk and made from the first batch of silkworms and satin in bolt in Huzhou were still prohibited to export or fudge." Hence, British merchants came to Guangzhou for inter-trade and purchasing according to the quota for each ship as routine and one thousand kilograms of satin in bolt were allowed to purchase in the next year.

In the twenty-ninth year (1764, AD) of Emperor Qianlong of Qing Dynasty, Kalaba and other countries were allowed to purchase with a quota of silk goods including five hundred kilograms native silk, three hundred kilograms native silk made from the second batch of silkworms from Huzhou per ship, and satin with a price of twenty percent off". (Zhu, 1985, p. 116) "Hangzhou silk relied on native silk as raw materials. With filature silk flowing into markets, it was realized that native silk was with too much cut-off, hollow points and odd slitting so that the filature silk gained reputation rapidly and new type of mechanical silk reeling factories emerged at that moment. Since the first year of the Republic of China, factories such as Qingcheng, Weicheng, Hulin, Tianzhang have been established in succession. However, these four factories were silk factories at the beginning of establishment and one silk reeling machine was added later on."(The History Research Center of Zhejiang of The Republic of China &, 2008, p. 334) As Leighton Stuart was a Hangzhou expert, so most of the non-government organizations presented him with local specialty, such as Hangzhou Ge (a kind of ancient cooking tripod with hollow legs), Hangzhou scissors, Du Jinsheng brand silk products, Hangzhou silk, West Lake Towels and favorite foods of Hangzhou people when he accepted the title of "honorary citizens" in Hangzhou in 1947. (Song, 2008, p. 61-63) Silk products were purchased by the provincial silk company. Filature was through manufacturing consignment before 1957 and changed to contracted raw-materials sell-out and finished products buy-back after 1957, but the satin was still through manufacturing consignment. In 1958, the provincial government decided to separate according to properties of industry and trade. Foreign sales of silk were operated by the provincial company directly with revocation of "Hangzhou Silk Branch". Filature was allocated with plan by silk industry department. Domestic sales were operated by the Hangzhou textile wholesale station and distributed uniformly by cotton and woolen cloth shops, with the exception of "Hangzhou satin shop" located in Hubin Road. (Zhejiang Province Silk Compilation Committee, 1999, p. 317)

2.3 On the records of "Hangzhou Silk".

Italian traveler Marco Polo described Hangzhou "producing a high quantity of raw silk, ...so with plenty of silk and satin". In the twenty-third year (1758, AD) of Emperor Qianlong, Qianjiang Guild Hall was founded by Hangzhou satin merchants. (Fan, 1998, p. 286-287) In the twenty-seventh year (1762, AD) of Emperor Qianlong, Hangzhou merchants set up a Qianjiang Guild Hall specialized in silk sales independently in Suzhou as the base with more than 130 houses consuming 7200 *Liang (around 268.56 kilogram) of* silver. It had received donations of more than 11,000 Liang (*around* 413.3 *kilogram*) of silver from 26 Hangzhou silk chain stores from the third year to the forty first year of Emperor Qianlong Period. Many products are still popular in foreign countries as a result that China has rich traditional experience in handicraft silk industry. For instance, stylish shirts, worn by British gentleman in the 1830s displayed at the British Museum of London, was made from Hangzhou satin of Zhejiang products (Zhu, 1985, p. 118). In the 21st year (1932, AD) of the Republic of China, Hangzhou Du Jinsheng silk factory organized a group of workers to study in Japan, brought back seven Japanese silk umbrella, and tried to make silk umbrella with its sample. "West Lake silk umbrella" was made of Hangzhou silk with images of West Lake landscape. According to the records of "the chapter of textile industry in the industrial section" of China Industrial Journal. Zhejiang Province in the 22nd year (1933, AD) of the Republic of China, major sale markets were domestic ports, with 30% sale in local and the rest in other cities. (Zhejiang Province Silk Compilation Committee, 1999, p.433)

3. "Hangzhou Silk" as the Brand Name

Hangzhou, located in the plains of northern Zhejiang, with densely covered water networks, fertile soil, mild climate, appropriate rainfall, is suitable for natural growth of silkworms and mulberry trees. Excellent natural conditions with typical geography features, suitable climate, and excellent water resources of Hangzhou are very suitable for silkworms cultivation, mulberry planting and high-quality silk weaving, laying a natural foundation for Hangzhou silk. Hangzhou Silk is a group concept, but not all silk produced in Hangzhou is called as "Hangzhou silk". Entrusted by the Hangzhou Municipal People's Government, the geographical mark protection products as "Hangzhou Silk" applied by the Hangzhou Silk Industry Association are different with the traditional sense of "Hang gauze", "Hang silk" and "Hang satin". "Hang gauze", "Hang silk" and "Hang satin" produced all over the country are three categories of silk products with specific indications and features, but not necessarily belong to the "Hangzhou silk".

As the brand name, "Hangzhou Silk" refers to the specific silk products produced in Hangzhou - products of Chinese national geographical mark protection (No.138 of 2011 by the General Administration of Quality Supervision, Inspection and Quarantine), of which is the current Hangzhou municipal administrative area geographically, among the east longitude 118° 21 '~ 120°30' and north latitude 29°11 '~ 30°33', with a total area of 16,600 square kilometers. Hangzhou silk with stand199ard serial number: GB/T 22860-2009 boast of quality features of soft texture, abundant colors, elegance and luxury, high quality, and rich variety. Listed in product protection as Chinese national geographical mark, being a significant milestone in the history of Hangzhou silk, it not only affirmed the excellent features and geographical culture properties of Hangzhou Silk , but also marked a new journey that it was about to step into.

Acknowledgments

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Notes

Note 1. Done materials refer to satin weaving before silk dying; raw materials refer to satin dying after silk weaving.

Note 2. General Verification on Historical Documents. Volume 32 "Government Purchase of Grain".

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Gambling Consumers in Thailand

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Abstract

This paper presents a study of household gambling consumption in Thailand in 2011. We investigate the nonlinear relationships between this behavior and household alcohol expenditure, household gambling expenditure, and demographic factors. We use Treenet to analyze datasets drawn from a socio-economic survey of 42,083 Thai households conducted in 2011. The results show that the five most significant variables in order of importance for predicting the likelihood of household gambling consumption are household income, household region, work status of the household head, religion of the household head, and age of the household head. In summary, the Treenet results suggest that the likelihood of gambling consumption was higher for households with an income of more than 25,000 Bahts per year, a location in the North, a Buddhist head of household, a head with active work status, a head between 35 and 55 years old, with household expenditure spent on alcohol consumed at home of more than 500 Bahts, with household expenditure spent on tobacco of more than 100 Bahts, and a head of household with less education.

Keywords: Alcohol expenditure, Gambling, Tobacco consumption, Treenet

1. Introduction

Gambling in Thailand involves many kinds of sources including the lottery, illegal lotteries, illegal casinos, and gambling on sports such as football (i.e., soccer), horse racing, and boxing. In terms of spending, a paper from the Thai Center for Gambling Studies (2015) estimates that around 370 billion Bahts circulated for both legal and illegal gambling activities in Thailand during the period of October 2014 to September 2015 (www.gamblingstudy-th.org). Gambling can cause social problems including depression, suicide, lost work or study time, and economic problems that necessitate public support programs (Madhusudhan, 1996; Szakmary & Szakmary, 1995).

The literature includes several studies that investigate the association between the likelihood of household expenditure on gambling and socio-economic factors. In a study focusing on factors associated with household lottery expenditure across Canada, Kitchen and Powells (1991) showed that lottery expenditure increases as income increases; that lottery expenditure is significantly lower for households with female household heads; and that lottery expenditure declines as the head of household's educational level increases. Using a survey of household expenditure, Sawkins and Dickie (2002) investigated participation in and expenditure on the UK national lottery. They found that compared with all other demographic groups, those most likely to play the lottery are older males with only a basic school education who are in employment. Worthington et al. (2003) used regression modelling to predict gambling patterns in Australia based on a household expenditure survey with eight gambling categories. Their results show that age, ethnicity, and household composition each has a strong influence on the probability that a person will gamble, although the extent of the influence varies considerably across the gambling categories. Further, Tan et al. (2010) investigated factors associated with participation in gambling and expenditure in Malaysian households and found that non-Muslim households in Malaysia who are more likely to participate and spend more in gambling include Chinese, affluent, male-headed, older and non-white collars. According to the study, education and age play an important role in determining how likely Chinese households are to participate in gambling activity that is lower education and older population have higher likelihood to gamble.

The present study provides a thorough study of household gambling consumption in Thailand by focusing on nonlinear relationships between household gambling consumption, household alcohol expenditure, household

tobacco expenditure, and demographic factors. We apply Treenet to analyze datasets drawn from a socio-economic survey of 42,083 Thai households in 2011. Our objective is to determine the characteristics of the households that are most likely to engage in gambling activity in order to target such households in efforts to reduce gambling in Thailand.

In this study, we implement a new method that has never been used before in this context, i.e., Treenet. We use this method because it can reveal non-linear associations between responses and predictors, which can, in turn, show the actual shape of the relationship between the predictor and the response (i.e., household gambling consumption) and for the entire range of the predictor without a linear association being assumed. This approach provides a more in-depth investigation into gambling consumption than is the case with standard approaches such as Logistic regression. Moreover, we also include household expenditure on alcohol and household expenditure on tobacco in our analysis. Note that this study draws on Changpetch et al.'s (2016) research using Treenet to investigate alcohol consumption in Thailand.

2. Datasets

We used a dataset collected via a socio-economic survey of 42,083 Thai households in 2011. The survey showed that 45.82% of Thai households participated in gambling in 2011. The factors included in our analysis are shown in Table 1. We used stratified two-stage sampling in the survey: our primary sampling units were blocks for municipal areas and villages for non-municipal areas, whereas our secondary sampling units were private households.

Table 1. Factors of Interest

Predictor	Details for each predictor
Region	Note: Region of household
	1. Bangkok Metropolis (5.84%), 2. Central (excluding Bangkok) (29.21%), 3. North (24.59%), 4. Northeast (25.92%), 5. South (14.44%)
Area	Note: Area of household
	1. Municipal area (61.13%), 2. Non-municipal area (38.87%)
Number of household members	Note: Number of members in household
	Mean = 3.04, Median = 3.00, Standard deviation = 1.56
Income	Note: Average monthly total income per household (Thai Baht)
	Mean = 24,290, Median = 15,616, Standard deviation = 66,899
Sex	Note: Sex of head of household
	1. Male (63.63%), 2. Female (36.37%)
Age	Note: Age of head of household (years)
	Mean = 52.66, Median = 52.00, Standard deviation = 14.92
Marital status	Note: Marital status of head of household
	1. Single (9.62%), 2. Married (66.64%), 3. Widowed (17.41%), 4. Other (6.33%)
Religion	Note: Religion of head of household
	1. Buddhist (94.95%), 2. Islamic (4.51%), 3. Christian and other (0.54%)
Disability	Note: Whether head of household is disabled
	0. No (97.31%), 1. Yes (2.69%)
Welfare	Note: Whether head of household receives welfare or medical services
	0. No (1.61%), 1. Yes (98.39%)
Tobacco expenditure	Note: Average monthly expenditure on tobacco products per household (Thai Baht) Mean = 85.80, Median = 0.00, Standard deviation = 343.40
Alcohol expenditure at home	Note: Average monthly expenditure on alcohol consumed at home per household (Thai Baht) Mean = 67.30, Median = 0.00, Standard deviation = 345.80
Alcohol expenditure away from home	Note: Average monthly expenditure on alcohol consumed away from home per household (Thai Baht) Mean = 34.70, Median = 0.00, Standard deviation = 286.40
Amount of debt	Note: Total debt at end of previous month (Thai Baht)
	Mean = 159,082, Median = 6,000, Standard deviation = 703,129
Government fund	Note: Whether head of household borrowed money from a government fund
	0. No (85.16%), 1. Yes (14.84%)

Education	Note: Educational level of head of household
	0. Undefined (5.78%), 1. Primary level (58.42%), 2. Secondary level (24.00%), 3. Higher than secondary level (11.81%)
Work status	Note: Work status of head of household
	1. Employer (4.61%), 2. Own-account worker (36.91%), 3. Contributing family worker (2.03%), 4. Government employee (10.33%), 5. State enterprise employee (0.79%), 6. Private company employee (21.63%), 7. Member of producers' cooperative (0.03%), 8. Housewife (4.58%), 9. Student (0.73%), 10. Child or elderly person (13.82%), 11. Ill or disabled person (1.52%), 12. Looking for a job (0.09%), 13. Unemployed (0.44%), 14. Other (2.48%)

Note that the average exchange rate was 37.88 Thai Bahts per US dollar in 2011.

3. Method: Treenet

In this section, we refine our understanding of household gambling consumption in the following way. Specifically, we applied data-mining models, which capture non-linearities. To demonstrate the techniques, we applied Treenet models (www.salford-systems.com/treenet.html; Freedman (2001)). The non-parametric approach adopted here makes it possible to handle a response variable with a large number of zero values. The model was used to analyze the relationships between household gambling consumption and the factors in Table 1 for the year 2011. The results of the Treenet analysis are shown in Table 2 and Figures 1–10. Note that Treenet derived the relative importance of the predictors (with the most important variable assigned an importance of 100 for reference), as shown in Table 2. Figures 1–10 display partial effects of each predictor on the predicted response (with other predictors held constant). The vertical axis represents half the log odds of gambling consumption, i.e., $1/2*\log(p/(1-p))$, where p is the probability of gambling. The horizontal axis represents the value of the predictor. For simplicity, we used log odds to represent the vertical axis. The Treenet interpretation is based on a comparison of the relative values of log odds, i.e., the higher the value of the log odds the higher the probability or likelihood of gambling consumption. However, we cannot use the scale of the vertical axis to interpret the probability of gambling consumption, i.e., the zero value of the log odds, because Treenet does not imply that the probability of engaging in gambling is equal to the probability of not engaging in gambling.

4. Results

Table 2 shows in order of importance that the five most important variables for predicting the likelihood of household gambling consumption are household income, household region, the work status of the household head, the religion of the household head, and the age of the household head.

Table 2. Importance of Variables in the Treenet Model

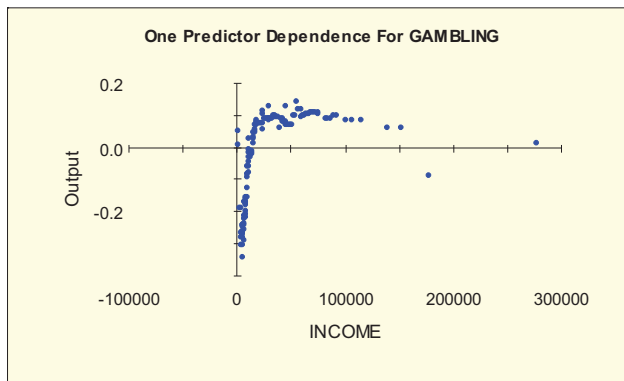| Variable	Score	
INCOME	100.00	|||||||||||||||||||||||||||||||||
REGION	89.61	|||||||||||||||||||||||||||||||
WORK_STATUS	68.82	||||||||||||||||||||||||
RELIGION	68.69	||||||||||||||||||||||||
AGE	59.98	|||||||||||||||||||||
TOBACCO_EXPENDITURE	54.69	|||||||||||||||||||
EDUCATION_LEVEL	46.87	|||||||||||||||
ALCOHOL_EXPENDITURE_HOME	42.73	|||||||||||||
NO_HOUSEHOLD	40.26	||||||||||||
AMOUNT_DEBT	39.93	||||||||||||
ALCOHOL_EXPENDITURE_AWAY	38.95	|||||||||||
GOVERNMENT_FUND	37.31	|||||||||||
MARITAL_STATUS	32.57	||||||||||
AREA	19.47	||||||
WELFARE	10.81	||||
SEX	8.75	|||
DISABILITY	8.41	|||

Figure 1. Household income and log odds of household gambling consumption

Figure 1 shows an upward relationship between household income and the log odds of household tobacco consumption until income reaches 25,000 Bahts, then a constant trend after income of 25,000 Bahts. It suggests that the likelihood of gambling consumption is higher for households with an income of more than 25,000 Bahts per year.
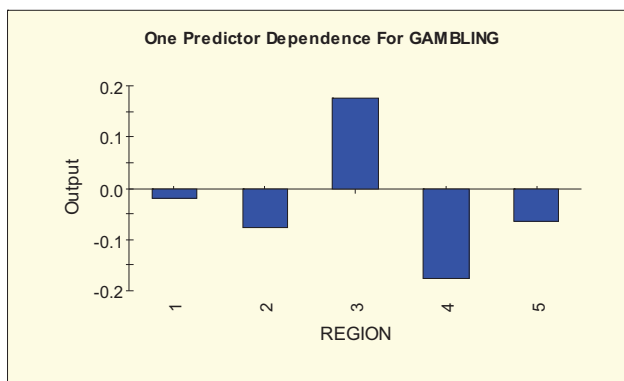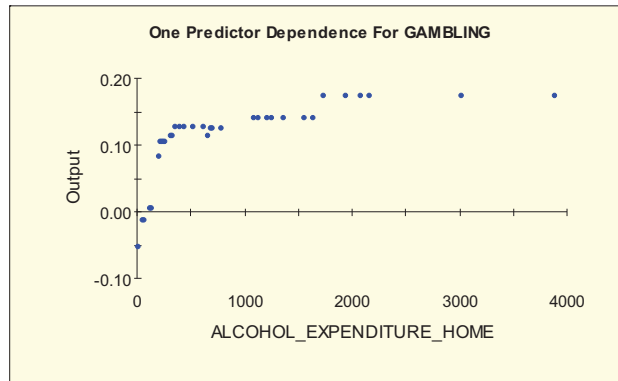

Figure 2. Household region and log odds of household gambling consumption
(Note that 1 = Bangkok Metropolis, 2 = Central (excluding Bangkok), 3 = North, 4 = Northeast and 5 = South)

Figure 2 shows that households in the North region have the highest log odds followed by households in Bangkok. This result means that households in the North are most likely to engage in gambling followed by households in the Bangkok region.
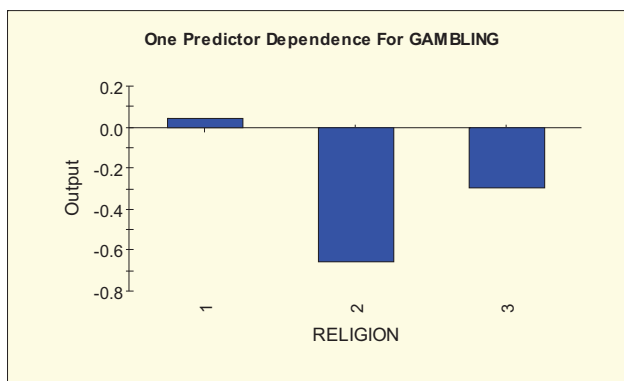
Figure 3. Religion of head of household and log odds of household gambling consumption
(Note that 1 = Buddhist, 2 = Islamic, 3 = Christian and other)

Figure 3 shows that households with a Buddhist head have the highest log odds, which means these households are most likely to engage in gambling. On the other hand, for households with a Muslim head showed the lowest log odds, which means that these households are least likely to engage in gambling.
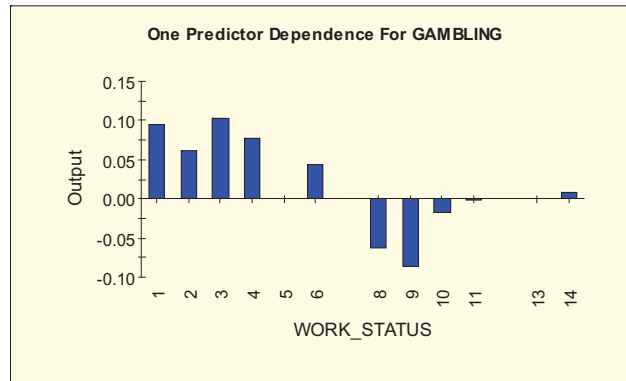
Figure 4. Work status of head of household and log odds of household gambling consumption.
(Note that 1 = Employer, 2 = Own-account worker, 3 = Contributing family worker, 4 = Government employee, 5 = State enterprise employee, 6 = Private company employee, 7 = Member of producers' cooperative, 8 = Housewife, 9 = Student, 10 = Child or elderly person, 11 = Ill or disabled person, 12 = Looking for a job, 13 = Unemployed and 14 = Other)

Figure 4 shows the positive association between the likelihood of gambling and households with a head of household with active work status (Status 1–7).
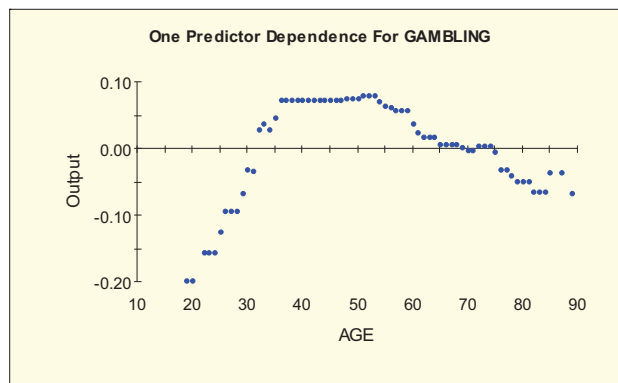
Figure 5. Age of head of household and log odds of household gambling consumption.

Figure 5 shows an upward linear relationship between the age of the household head and the log odds of household tobacco consumption until the age of 35 years and then a constant line until the age of approximately 55 years, followed by a downward trend after the age of approximately 55 years. This result implies that households with the heads of household aged between 35 and 55 are most likely to engage in gambling.
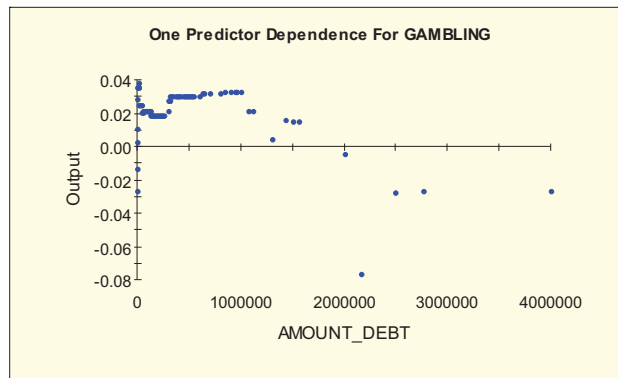
Figure 6. Amount of household debt and log odds of household gambling consumption.

Figure 6 shows a convex shape for debt between zero and 250,000 Bahts, then constant log odds until 1,000,000 Bahts, and then scattered downward afterwards.

Figure 7. Household expenditure on alcohol consumed at home and log odds of household gambling consumption

Figure 7 shows an upward relationship between household expenditure on alcohol consumed at home and the log odds ratio of household gambling consumption until about 500 Bahts, then two small increasing steps afterwards.
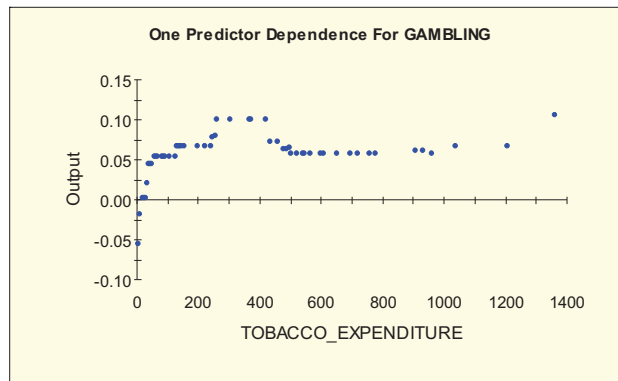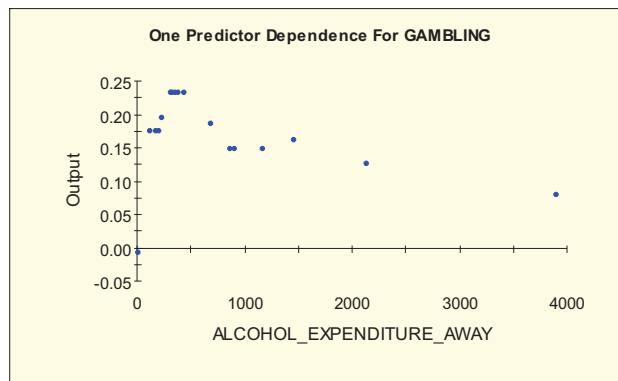

Figure 8. Household expenditure on tobacco and log odds of household gambling consumption

Figure 8 shows an upward curvilinear relationship between household expenditure on tobacco and the log odds ratio of household tobacco consumption until 100 Bahts, then a constant trend with the exception of a shift up and down between the expenditure of 250 Bahts and 400 Bahts.

Figure 9. Household expenditure on alcohol consumed away from home and log odds of household gambling consumption

Figure 9 shows an upward relationship between household expenditure on alcohol consumed away from home and the log odds of household tobacco consumption until the former is at about 500 Bahts, at which point there is a drop in the log odds.
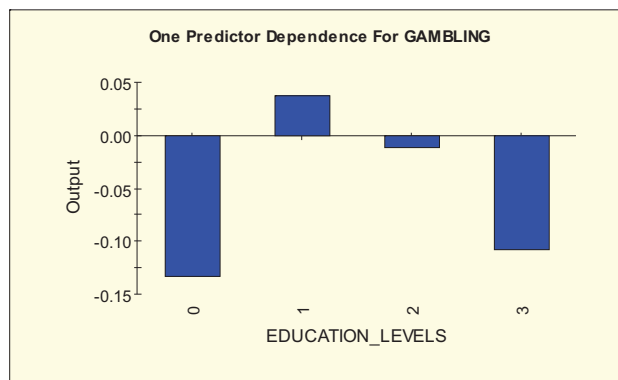
Figure 10. Educational level of head of household and log odds of household gambling consumption
(Note that 0 = Undefined, 1 = Primary level, 2 = Secondary level and 3. Higher than secondary level)

Figure 10 shows that the lower the educational level of the head of household the higher the log odds of household tobacco consumption.

Note that we do not include plots for the number of households, marital status, government fund, area, sex, welfare, or disability, as these showed very little association with the likelihood of household gambling consumption.

5. Conclusion

This paper provides a thorough study of household gambling consumption in Thailand in regard to the nonlinear relationships between household alcohol expenditure, household tobacco expenditure, and demographic factors. We applied Treenet to explore predictors associated with the likelihood of household gambling consumption to the analysis of datasets drawn from a socio-economic survey of 42,083 Thai households in 2011.

The result shows that the five most important variables in order of importance for predicting the likelihood of household gambling consumption are household income, household region, work status of the household head, religion of the household head, and age of the household head.

In summary, the Treenet results suggest that the likelihood of gambling consumption is higher for households with an income of more than 25,000 Bahts per year (while results reported by Tan et al., 2010) suggesting that the likelihood of gambling increases as household income increases), located in the North, with a Buddhist head of household, a head of household with active work status (which is similar to results reported by Sawkins & Dickie, 2002), with a head between 35 and 55 years old (while results reported by Sawkins & Dickie, 2002 and Tan et al., 2010), which suggest that older age increases the likelihood of gambling), with household expenditure of more than 500 Bahts on alcohol consumed at home, with household expenditure of more than 100 Bahts on tobacco, and a head of household with a low level of education (in line with results reported by Sawkins & Dickie, 2002 and by Tan et al., 2010).

In regard to gender, several studies have reported a negative association between female head of household and the likelihood of household gambling (Sawkins & Dickie, 2002; Tan et al., 2010). However, our study shows that this factor is not important in gambling consumption in Thailand meaning: there was no significant difference in terms of gambling consumption between households with a male head and those with a female head.

With this study, we contribute to the literature by using the Treenet technique to explore the nonlinear relationship between gambling and predictors. If we assume a linear relationship and use the standard technique of logistic regression, the result reported in the appendix shows that income and age are both insignificant (the p-values for income and age are 0.426 and 0.364, respectively). On the other hand, the use of Treenet facilitates an exploration across household income levels and the age of the household head to establish which give rise to the greatest likelihood of household gambling consumption. Also, through the nonlinear technique, we can establish the age range, i.e., from 35 to 55 years old, and the income level, i.e. more than 25,000 Bahts, most associated with household gambling. These specific findings should be helpful to policy makers responsible for tailoring programs to households most dependent on gambling in order to reduce gambling consumption in Thailand.

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Appendix: Logistic regression for gambling consumption in 2011

	coefficient	p-value		coefficient	p-value
constant	-1.194		religion		
number_household	0.10714	0.000	2	-2.4551	0.000
income	0	0.426	3	-1.139	
age	-0.00095	0.364	work_status_original		
region			2	-0.2081	0.000
2	-0.0597	0.000	3	-0.1523	
3	0.3977		4	-0.0075	
4	-0.3553		5	-0.207	
5	-0.0687		6	-0.2311	
area			7	-1.229	
2	-0.0828	0.000	8	-0.4257	
sex			9	-2.543	
2	-0.0232	0.370	10	-0.644	
marital_status			11	-0.543	
2	0.2974	0.000	12	-0.686	
3	0.2214		13	-0.438	
4	0.2926		14	-0.2476	
education			amount_debt	0	0.849
2	0.5448	0.000	disability		
3	0.5095		1	-0.0483	0.482
4	0.5023		welfare		
5	0.3779		1	0.3491	0.000
6	0.2921		government_fund		
7	0.231		1	0.3137	0.000
8	-1.248		alcohol-home	0.001177	0.000
9	-2.26		alcohol-away	0.001075	0.000
			tobacco-monthly	0.000245	0.000

Effect of Competence, Satisfaction and Discipline on Performance of Employees in the Office of Women Empowerment and Family Planning of West Papua

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Abstract

This study investigates the effect of competence, satisfaction, and discipline on performance of employees in the Office of Women Empowerment and Family Planning of Fak-fak West Papua. Assigning 18 respondents, this study collected data using questionnaire, interview and document and used SPSS 17.0 for analysis on multiple regression and t-test. The findings showed the significant effects existed between (1) the competence of work (X_1) on the performance of employee (Y) r=0.682; p=.011; (2) the job satisfaction (X_2) with the performance of employee (Y) r=0.241; p=.025; (3) the discipline of work (X_3) with the performance of employee (Y) r=0.230; p=.034; and (4) the competence (X_1), the job satisfaction (X_2), and the discipline (X_3) to the performance employee partially or simultaneously at r=0.135. A weak effect of competence, job satisfaction and discipline of work existed on the performance of employee.

Keywords: performance, competence, satisfaction, discipline, public services

1. Background

Emerging issues related to regional autonomy is seen from the competence of human resources and apparatues the Local Government has to serve the official services, public services, and developments. This way, the government apparatus has an apparent role and very important position as the motor and driving force in activities of government functions aligned to reform that demands clean government and immorality. However, many regions recognize that competence of human resources and apparatus still need to improve (Dwiyanto, 2003).

According to Steers (1985, p. 148) the individual performance is strongly influenced by a variety of unique personal characteristics of each individual. If a worker does not have the competence required for a particular job, or if he is not interested in the job, it is hard to believe that the level of achievement will be high. On the other hand, if management in recruiting and training workers competence and interest is in tune with the demands of work, we can expect that chances of good performance can be improved.Success in achieving the goals of organization is strongly influenced by the role and performanceemployees. The important role of employees or individuals in achieving organizational goals is that, the organization is impersonal and very rational in integration of a number of specialists who work together to achieve agreed objectives (Liliweri, 1997). Cited by Iqbal (2015) Hassan et al. (2011) assert that job satisfaction level in private banking sector and most of the employees working in private banks are satisfied with their work, management functions and job positions.Through increased work discipline and competence of employees' work, vision, mission, and goals of the organization can be achieved effectively. Discipline (Wekley & Yukl, 2000) and competence (Simamora, 1995) are factors that affect employee performance. An increase of discipline and competence of employees can give a positive contribution to performance the organization planned earlier.

Problems contained in the Office of Women's Empowerment and Family Planning in Fak-Fak West Papua is low performance of employees. Allegedly, poor performance exsists due to low employee competencies, job satisfaction and employee discipline. The gap between what it should be (das sollen) with what is realistic (das sein) affects low performance of employees in the office.

Based on the background above, the following research questions are defined.

a. Is there any significant relationship between the competence toward the performance of employee in the Office of Women Empowerment and Family Planning of Fakfak West Papua?

b. Is there any significant relationship between the job satisfaction toward the performance of employees in the Office of Women Empowerment and Family Planning of Fakfak West Papua?

c. Is there any significant relationship between the work discipline toward the performance of employee in the Office of Women Empowerment and Family Planning of Fakfak West Papua?

d. Is there any significant relationship between the competence, job satisfaction and discipline simultaneously toward the performance of employee in the Office of Women Empowerment and Family Planning of Fakfak West Papua?

2. Review of Literature

2.1 Competence Employee

Viewed from organizational behavior perspective, the competences and commitments are categorized as individual characteristic of organization members. Experts on organizational behavior, such as Kinicki & Kreitner (2003) argue the concept of competence is perceived as a combination of competence and skill. Wood, Wallace and Zeffane (2001), Robbins (2007) conceive competence as a combination of talent (aptitude) and competence (ability). The competences, as a measurement tool, identify behavioral factors relevant to performance in the job and viewed as how the job is carried out. Hence, many organizations use the competency models as a part of their employee development program to appraise behavioral performance indicators together with objectives (Özçelik and Ferman, in Zaim et al., 2013).

Different from experts of organizational behavior, scholars on management (Koenig, 1997; Mayo, 2002), assert competence and commitment are human capital that is the employees. In support with consumer the capital and structure capital, they form intellectual capital of organization. Competence and commitment are seen as determining factors of an organization's intellectual capital, "Intellectual Capital = Competence x Commitment." Spencer and Spencer (1993) suggest that individual competences are attitudes and behaviors; it is an individual competences that are relatively stable when faced a situation in the workplace that is formed from synergy between character, self-concept, internal motivation, and capacity of contextual knowledge.

2.2. Job Satisfaction

Description of job satisfaction in this study refers to concepts proposed by Davis (1985) and Handoko (2005). Davis (1985) states that job satisfaction is the feeling of support or do not support self-employee that is associated with the work and individual condition. Handoko (2005) argues that job satisfaction is an emotional state that is favorable or unfavorable to which employees view their job. Manulang (2004) explains the job satisfaction is an emotional state in which employees perceive to accept or reject the remuneration given by a company or organization on the value of benefit that are desired by the employees. The employee remuneration can be in the form of "financial" or the "non-financial". Anoraga (2001) asserts that the job satisfaction is the satisfaction associated with the employee attitudes toward work itself, work situation, relations between superiors and subordinates and relationships among employees.

Variables related to job satisfaction include the achievement, advancement, job enhancement, job enrichment, and teamwork. Job satisfaction has to do with an individual's perception and evaluation of his job, and this perception is influenced by the person's unique circumstances such as needs, values, and expectations (Muindi, 2015). Luthans (1995) states that the satisfaction arises from the evaluation of an experience, or statements related to psychological problems and an expectation of what the employees earn. In addition, Wexley and Yukl (2002) define the job satisfaction simply and operational as how a worker views and feels about his job. Job satisfaction generates employees' attitudes towards their works which is based on the various aspects of his works. Specifically, job satisfaction can be explained through theory of Wexley and Yukl (2002) below.

a. Incompatibility Theory

Locke (1969) explains that the satisfaction or dissatisfaction and their aspects of work refers to the difference between what is deemed to obtain by what is "desirable". Number of "unwanted" of work characteristics is defined as the minimum amount required to meet the existing needs. A person will be satisfied if there is no difference between the desired conditions with the actual conditions. The greater the shortage and the more important things to be desired, the greater the dissatisfaction is. According to Porter (1961) the satisfaction is the difference of amount of something that "there should be" with many "what is". Similar to Locke, this conception is basically the same as "what should be". Locke views that the satisfaction has more emphasis on the equitable

considerations and shortcomings on the needs. Determinant of many factors of work are preferred.

b. Theory of Justice

This theory has been developed by Alwi (1963), and is a variation of theory of social comparison processes. The main component of this theory is "input", "result", "comparison" and "justice and injustice" (Wexley & Yukl, 2002). According to Moorman (1991) cited by Al-Zu'bi (2010) the organizational justice is concerned specifically with the ways in which employees determine if they have been treated fairly in their jobs and the ways in which those determinations influence other work-related variables.

c. Needs Satisfying Theory

Mangkunagara (2001) explains that theory of employee job satisfaction depends on whether or not the employee's needs are met. An employee would be satisfied if he gets what he needs. The greater the employee's needs are met, the more satisfied the employee anyway. Vice versa if the employee's needs are not met, he will feel satisfied.

d. Social Groups Theory

Mangkunagara (2001) states that theory of employee job satisfaction is not dependent on the fulfillment of course, but it much depends on the views and opinions of which the employee is considered as reference group. In essence, the view of social group or reference shall be made by an employee of benchmarks to assess themselves and their environment. Thus, the employees will feel satisfied. Davis (1985) cited by Mangkunagera (2005, p. 1) explains that the job satisfaction is related to the variables or factors that influence the individual wish, including: turnover, level of work absence, age, level jobs, and size of company organization. Gomes (2002) cited by As'ad (2004, p. 1) asserts that job satisfaction consist of: (1) opportunity to move forward, (2) job security, (3) salary, (4) company and management, (5) monitoring and supervision, (6) intrinsic factors of the job, (7) social aspect in the work, (8) working conditions, (9) communications, and (10) amenities.Job satisfaction and its factors affecting satisfaction are stated as follows:

1. Merits that deserve incentives or reimbursements should be fair and reasonable. So far, compensation or remuneration in the form of wages or salaries is satisfied, yet supporting facilities, e.g. bonuses, services and provisions are not well-planned.

2. The opportunity to step forward or promotion is identical to work that is mentally challenging. An opportunity given to employees to improve their competence or skills and participate in decision-making should be made available.

3. The atmospheres, conditions or work environment should be identical to supportive working conditions -a condition or atmosphere in the workplace.

4. Supporting co-workers should be identical to a harmonious relationship with fellow employee and sub-ordinate relationship between employees and leaders that directly contact in daily life while doing the job.

5. The job itself should be identical to job characteristics that are tailored to the job context and content of work, which should be done by an employee in performing duties imposed.

According to Misener et al. (1996) in Al_Zu'bi (2010) the job satisfaction is generally recognized as a multifaceted construct that includes employee feelings about a variety of both intrinsic and extrinsic job elements. It encompasses specific aspects of satisfaction related to pay, benefits, promotion, work conditions, supervision, organizational practices and relationships with co-workers.

2.3 Discipline of Employee

According to Nitisemito (1988) factors influencing the emergence of a labor discipline vary: purpose of employment and work ability, leadership exemplary, welfare, justice, inherent supervision, legal sanctions, firmness, and human relations. Labor discipline is a major factor in performing management functions. If the work discipline has been neglected, other task of work will not be well performed. Indiscipline is not merely an indication of the enthusiasm and excitement of work, but it affects the effectiveness and efficiency of achievement to gain objectives of the company. Sutrisno (2011, p. 86) suggests that discipline indicates a condition or comity that is on the employee to the company rules and regulations. Thus if the rules or regulations that exist in the company are ignored, or often violated, then the employee has a poor work discipline (Thaief et al., 2015). Discipline is a procedure to correct or punish subordinateemplyoees who break the rules and procedures.Discipline of work is essentially the nature of an employee to obey all laws in their place of work. Behavior of employee discipline is something that does not appear on its own, but needs to be formed (Simamora, 2004, p. 610). Establishment of labor discipline behavior, according Commings (1984) can be done

in two ways:

1) Preventive dicipline

Preventive dicipline is an action to encourage workers to comply with norms and rules that a violation should not occur. The aim is to heighten awareness of workers about the wisdom and regulations of their job experience.

2) Corrective discipline

Corrective discipline is an act that follows the breach of rules. It tries to shrink further offense, so that in the future, employee behavior can comply with regulation norms. Basically, the goal of all discipline is to make someone aware to behave according to what was approved by the company, making an employee persue with a good social adjustment. However, when working, an employee can display behavior that is not discipline. Gibson et al. (1988) suggest some indicsipline employee behaviors that can be punished include:absence, inaction, leaving the workplace, stealing, sleeping while working, fighting, threatening leaders, repeating poor performance, violating rules and policies of safety, defiance of orders, treating trespass unnaturally, slowering job, refusing to cooperate with colleagues, refusing overtime work, having and using drugs while working, damaging equipment, using language or profanity, and stopping to work illegally.

2.4 Performance Employee

Gie (1995) argues performance is how far the task or work is done by a person or organization. Performance is measured on the basis of how much a person or organization contribues. Irawan (2000) states performance is the work that is concrete, observable, and measurable. Performance is the result of work achieved by an employee in execution of duties by size and time specified.According to Mangkunagara (2000) performance is commensurate to actual performance; it is a result of quality and quantity of work that an employee hasperformed in accordance with his responsibilities. Rue and Byars (1980) define performance as a level of achievement or "the degree of complishment".Performance indicates level of achievement of organizational goals. Through performance level of achievement can be measured and known.

Simamora (1995) defines performance as requirements to a specific job that eventually is reflected in resulted output. The output is related to result of work implementation physically or non-material. Associated with products measured in quantity, e.g. a shoe factory, cigarette, performance measurement is easy to do. Martoyo (2004) defines performance as a function of interaction between competence (ability), motivation and desires (obsession) and illustrated as f (A x M x O). If there is inadequate fact, performance will be negatively affected. As so, motivation, competence and capability are neccessary to consider to describe and assess the performance of an employee. With high employee motivation, an individual will have high performance and vice versa, thus motivation and competence have a positive relationship.

Performance according to Benardin and Russell (1998, p. 239) is the record of outcomes resulted from job functions or specific job activities for a certain period of time. According to Wood et al. (2001, p. 114) performance is a concise measurement of quantity and quality of contribution of tasks performed by individuals or groups to work unit or organization. According Benardin & Russell (1998) there are six primary criteria to measure performance: (1) Quality, (2) Quantity, (3) Timeliness, (4) Cost-effectiveness, (5) Need for supervision, and (6) Interpersonal impact.

2.5 Conceptual Framework

Based on the above theories, conceptuali framework of this study can be described as follows:
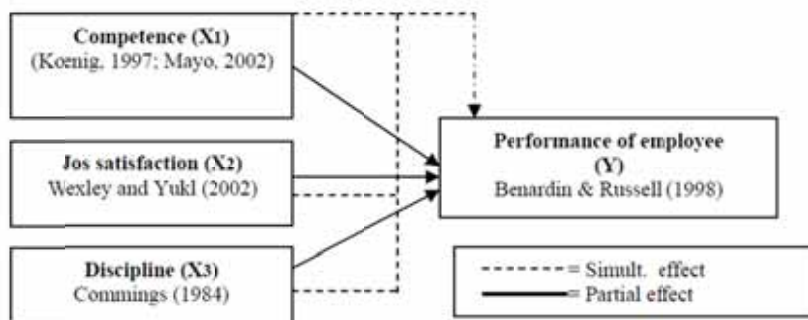

Figure 1. Conceptual Framework of this research

2.6 Research Hypothesis

Based on the conceptual framework above, hypotheses of this research are formulated as follows:

a. There is any significant relationship between competence (X_1) towardperformance of employee of the Office of Women Empowerment and Family Planning of Fakfak (Y).

b. There is any significant relationship between satisfaction (X_2) towardperformance of employees in the Office of Women Empowerment and Family Planning of Fakfak (Y).

c. There is any significant effect between discipline (X_1) towardperformance of employees in the Office of Women Empowerment and Family Planning of Fakfak (Y).

d. There is any significant effect between discipline (X_1) and satisfaction (X_2) toward performance of employees in the Office Women Empowerment and Family Planning of Fakfak (Y).

3. Method

This study is an explanatory research that used existing data for analysis. Independent variables of this study included: competence, job satisfaction, and work discipline. The dependent variable was competence of employees. No treatments were used in this study to manipulate participants behaviors. The study was conducted from April to June 2015 in the Office of Women Empowerment and Family Planning of Fak-fak district, West Papua, Indonesia.Participants were 18 employees who work at the Office of Women Empowerment and Family Planning of Fak-Fak. All 18 participants werewomen, aged between 30 to 50 years and had been working in the office for 10 to 15 years. Data were collected using questionnaire, interview and document analysis. To proceed in the statistical description, this study used SPPS 17.0 as a tool of analysis.

4. Results and Discussion

4.1 Regression Analysis

Once all the data from respondents were fully recapitulated, the analysis continued to using a multiple linear regression. First, all data from the questionnaire were neatly arranged in the table-entry using software MS Exel. Second, data were processed using multiple linear regression SPSS software version 17.0. Results of analyses are in Table 1.

From table 1 above a multiple linear regression equation was made as follows:

$$Y = 10.4729 + 0{,}592X1\ 0{,}674X2 + 0{,}336X3 + e$$

The regression results show the direction of influence of each independent variable on dependent variable changes. Competence of employees (X_1), job satisfaction (X_2) and discipline (X_3) have positive influences on the performance employee (Y). This means any major increase or decrease in the independent variables will be followed by an increase or decrease in performance employee.

Table 1. Summary of multi linear regression analysis

Variable	Coef. Reg.	Std. error	T. Stat
Competente of employee	0,5922	0,1245148	2.347
Job satisfaction	0,6739	0,4138318	2,178
Discipline	0,3362	0,1257447	2.781
Constant	10.4729	14,283942	21.247
Multiple R	0,7133		
R square	0,5237		
Adjusted R. Square	0,4414		
Standart Error	10,74542		
F. Ratio	13,5156		
Durbin Watson Test	1,6244		

Regression coefficient value of competence r= 0.592 indicates that, assuming other variables constant, the increase of competence by 1 point will lead to increase performance of employees to 0.592 points. Coefficient of job satisfaction r=o.674, means performance of employees is 67.4%. Regression coefficient value of work discipline 0.336 indicates that increasing discipline by 1 point will lead to increased performance of employees to 0.336 points.

Table 1 also shows coefficient of determination (R_2) = 0.5237, meaning that variability factor of competencee,

job satisfaction and discipline explains variability of changes in organizational effectiveness by 52.37% and the remaining 47.63% is caused by other variables not included in this model. Furthermore, prior to regression results are used as a predictor, symptoms multicollinearity, heteroscedasticity and autocorrelation are tested. The results of the calculations in Table 1 is used to see the value of t-arithmetic and t-table of each variable. See Table 2 for clarification.

Table 2.Summary of t-test results

Variable	T statistic	Sig. T (Prob)	T Table	Significance/No
X_1	3,868	0,0002	+/- 2,014	Significant
X_2	3,2839	0,0016	+/- 2,014	Significant
X_3	-2,098	-0,0037	+/- 2,014	Significant

Form Table 2, it can be seen the value of t and a table of each independent variable as follows:

a. The t-value of competence (X_1) t = 3.868 is greater than t-table 2.014 at p=0.00025. It means Ho is refused and H_1 is accepted; competence variable has a significant influence on performance of employee.

b. The t-value of job satisfaction variable (X_2) t = 3.283 is greater than t-table 2.014, at p=0.0016. This means Ho is rejected and H_1 is accepted; job satisfaction variables have a significant influence on performance of employee.

c. The t-value for discipline (X_3) t= 1.028 is smaller that t-table (2,014), at p=0.3070. The probability value r = 0.3070 is greater that (p> 0.05). It means Ho is accepted and H_1 is rejected; discipline variable has a significant influence on performance of employee.

4.3 Hypthesis Testing on the Effect of Simultaneous Independent Variables

F-test is used to determine whether the three independent variables simultaneously have significant influences on the dependent variable. Table 3 shows that F-value = 15.53938 is greater than F-table by 2.76at∝ = .05 (95% confidence level), and level of significance of F = .005. This means Ho is rejected and H_1 is accepted. There is a significant effect posed by the competence, job satisfaction and discipline simultaneously on the performance of employees.

Table3.Summary of F-test

Source	df	Sum of Square	Mean Square	F stat	Sig. F	F table	Remark
Regression	2	228840,49427	57210,12357	15,53938	0,000	2,76	Significant
Residual	16	276121,73631	3681,62315				
Total	18	504962,23058	14891,74672				
Multiple R = 0,67319		R square = 0,45318		Adj R square = 0,4202		Std Error = 14,67638	

To see the effect of the independent variables together on the performance of employee, a multiple R is also used. Resut of R = 0.453 indicates that if there is a change in variation of three independent variables, there will affect employee performance variation on 45.3%. In sum, variable of employee competencies, job satisfaction and work discipline all affect significantly partially or simultaneously on employee performance. Summary of contribution and interrelation among variables are shown in Figure 2.
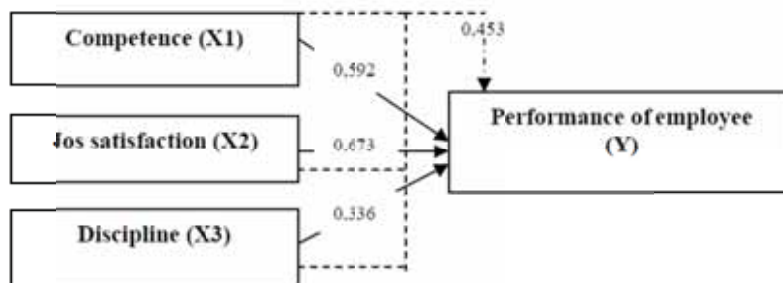

Figure 2. Relation of Inter-variables

5. Discussion

Below we discuss the empirical relevance related to the effect of the employee competence, job satisfaction and work discipline on performance of employees in the Office of Women Empowerment and Family Planning of Fakfak West Papua.

5.1 Competence of Employee

Competence of the employee variable has a significant influence on the performance of employee. This can be seen by the result of hypotheis testing whose coefficients is below 5%. As the hypothesis is proven, performance of employee can be improved when competence of employee, such as (1) education, (2) training, (3) experience is also enhanced.

The findings confirm that if better quality of the employee competence in the organization is achieved, the performance of emplyee will increase. However, the independent variable on the competence of employee identifies problem of inconsistencies between the educational background to position which is now held by the employees. This discrepancy can result in poor and less optimal performance of the employee. In addition, lack of opportunity given to employees to attend the education and training programs leads to the lack understanding of working procedures.

5.2 Satisfaction of Employee

Result of hypothesis testing shows that the significance of regression coefficients is below 5%. As the hypothesis is proven, performance of employees can be enhanced when job satisfaction, such as (1) level of conformity salary with work, (2) level of welfare of employees (3) facilities for employees excel, (4) level of satisfaction with the office or employment and (5) giving employees opportunities for promotion are also enhanced.

Variable of job satisfaction that has a positive correlation but weak toward the performance of employees is variable of employee satisfaction. Result of Kendall's Tau correlation analysis = 0.241, states that a positive correlation between the job satisfaction and the employee performance exists but weak. The positive correlation means that an increase in the employee satisfaction is believed to be able to improve the employee performance. Problems identified in this results include the inconsistencies of incentives for the employees and exprtise, and lack of facilities for the employees who excel.

5.3 Discipline of Employee

Work discipline variables have a significant influence on performance of employees. The result of hypothesis testing shows that the significance of regression coefficients is below 5%. This means that the performance of employees can be improved if the discipline of work, such as (1) a low frequency delay into the office in a week, (2) do not leave workplace during working hours without permission from supervisors, (3) did not return early on a weekday, (4) timeliness of completion of work and (5) business execution of tasks in accordance with labor regulations is also improved.

Variable of the working discipline has a positive but weak correlation on the performance of meployee at .230. This means if discipline is increased, the performance will improve. Improved performance or achievements of one's work is determined by the increase level of discipline of the person concerned. Working discipline is related to how good a job assignment can be carried out in accordance with the timetable and resources that had been predetermined. Scheduling is intended as a means of control so that the work does not collide each other. With the control apparatus, a synergy between the work with other jobs exists, and the work produced meets standards of both quality and quantity.

This study supports the research by Haryanto (2005) and Ratnasari (2003) stating that the motivation and discipline have a positive and significant influence on the employee performance of staffs in Wonogiri Regional Employment Agency. The results also support findings of Suyitno' study (2008) admitting that the presence of attachment between the discipline and work facilities gives significant effect on work productivity of each employee of Department of Education in Malang.

5.4 Competence, Job Satisfaction and Discipline of Employee

The influence of the employee competence, job satisfaction and discipline toward the performance of employee is relatively low as seen from the coefficient of determination 47.5% or below 50%. The relatively low performance can be inferred that other factors outside the research model present. Therefore, the need to explore other variables suspected of having links with employee performance is required.

Results of analysis shows that the minor hypothesis test results indicate that there are positive and significant correlations in each independent variable, they are: the job competence, job satisfaction and working discipline

toward performance of employee. This result confirms the study of Robbins, admitting that performance is a function ofinteraction between competence, motivation and obsession, meaning that these three factors would interplay with each other to produce the performance.

The higher the competence, motivation and desire owned by an employee, there will be possible to create a high performance on the employee. As Porter and Lawler state the employee's job performance or achievements are supported by three factors: the employee motivation or effort, competence and clarity, and acceptance of the role. In addition, Wexley and Yukl argue the discipline is a factor that affects the performance. This study found that the major hypothesis obtained a positive relationship between the independent variables on the job competences, job satisfaction and discipline toward the performance of employees. This means that the three independent variables, i.e. job competencies, job satisfaction and discipline have a positive correlation on the performance of employees individually or jointly.

Of the three independent variables tested, the job competence variable gives the greatest relationship on the performance of employee at .682. This means the higher the level of competence of an employee, the person has a level of peak performance. On the contrary, the higher the person's level of competence but receives in appropriate or low income, his performance may decrease. In sum, the performance of an employee can be achieved optimally if it is supported and balanced with a high income.

6. Conclusion

This study attempts to identify the effects of the competence, job satisfaction, discipline on the performance of employees. Major findings showed that siginificant effects were proved between (1) competence to performance (r= 0.628), (2) job satisfaction on performance (r=0.241), (3) discipline on performance (r=0230), and (4) equal relationship between competence, job satisfaction, discipline and performance of employees. No dominant variable appears in this study, each of which contributes r=0.135 (13,5%) showing a weak effect.

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Figure of Speech in Bandung Historical Tourism Sites Naming

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Abstract

Many researchers do their research on figurative language or figure of speech, but it is limited research on figure of speech in historical tourism sites naming. The aim of this research is to investigate the figure of speech in historical tourism sites naming in Bandung area. The earlier study explained that the names of tourism destinations in Jawa Barat have different figure of speech and it happens to Bandung historical tourism sites naming. The method used by the present writers in this research is descriptive method. The descriptive method chosen by the present writers is used to identify and classify the names of the historical tourism sites in Bandung area as the data. From the various types of figure of speech referring to the theory, it is found that they are two types of figure of speech found in the data. The two figures of speech employed are personification (*Gedung Merdeka* and *Gedung Indonesia Menggugat*) and metaphor (*Goa Belanda, Goa Jepang, Paris van Java*, and *Kota Kembang*).

Keywords: figure of speech, historical tourism naming, Bandung, personification, metaphor

1. Introduction

Bandung is the capital city of Jawa Barat and Jawa Barat is one of thirty four provinces in Indonesia. Jawa Barat is one of three provinces in Jawa Island and Jawa Barat has many historical tourism sites almost in every city or regency does.

Jawa Barat has twenty seven cities and regencies: nine cities and eighteen regencies (as described in the following picture) and Bandung is one of them. As the capital city of Jawa Barat, Bandung area is about 165 km^2 and the population is about 2.3 million people.

Figure 1. Jawa Barat

https://www.google.com/url?sa=i&rct=j&q=&esrc=s&source=images&cd=&cad=rja&uact=8&ved=0ahUKEwj8pseemOfRAhUMqI8KHae8BOEQjRwIBw&url=http%3A%2F%2Fsoaltescpns.info%2Fformasi-cpns-2014-provinsi-jawa-barat%2Flowongan-cpns-kabupaten-indramayu%2F&psig=AFQjCNFbQgA04xfVvwUhD-ObsXx9o7F4IQ&ust=1485773365323665

Bandung as the capital city of province is well known as Paris van Java or *kota kembang* 'flower city' since Bandung scenery is beautiful. Bandung has many historical tourism sites or destinations. Few places in Bandung

have a strong sense of places than others. These places can be the tourism attractive. As everybody knows, tourism is one of the important main sectors in Bandung since Bandung is one of the tourism cities in Indonesia, besides Yogyakarta, Denpasar. According to Günlü et al. (2009) "*Tourism is a world-wide giant sector which has a high increase rate such that UNWTO's Vision forecasts that international arrivals are expected to reach over 1.56 billion by the year 2020, which were 842 million in 2006 (World Tourism Organization, 2008)*", in his paper titled "Preserving Cultural Heritage and Possible Impacts on Regional Development: Case of Izmir". The argument is in line with Hargrove (2002), "*Visiting historic and cultural sites is one of the most popular tourist activities today. Families, seniors, groups, and even international visitors choose to frequent historic attractions when on vacation*". Then we have a question, "What historical site does it mean in this paper?" Historical sites mentioned or sometimes called as historic places recognizes as buildings, structures, districts, sites, and objects that are important in our nation's history and are worthy of preservation (Barret, 2002). From the opinions above, it can be said that tourism is one of the important sectors that should be considered seriously by the government; historical tourism is one of them.

Leigh (2013) did his research entitled "The Use of Figure Speech in Print Ad Headlines". He collected 2183 print ads with a headline was conducted to investigate the frequency with which figures of speech and figure categories are used in ad headlines and the extent to which selected executional factors relate to their use. Based on his research, the results revealed that selected figures of speech, including alliteration, assonance and puns are widely used, whereas others are not.

Inspired by the paper mentioned, this paper tries to figure out the figure of speech of the historical tourism sites naming in Bandung area. Historical tourism as the part of cultural heritage is one of the main tourism elements in line with UNESCO which defines culture tourism as "*to create a discerning type of tourism that takes account of other people's cultures*" (UNESCO, 2005). There are many historic sites in Bandung can be the historical tourism sites. The tourists are interested in coming to visit the historical sites are not only the sites but also sometimes because of the names as the first attraction.

Figure of speech is a (compound) word or phrase has special meaning, as explained by Richard et al. (1989) *"is a word or phrase which is used for special effect, and which does not have its usual or literal meaning"*. People use figure of speech to make the language more interesting or attractive. Wren and Martin (1981) stated that "*Figure of speech is a departure from the ordinary from expression or the ordinary course of ideas in order to produce a greater effect*".

According to Kennedy and Gioia (2012) "*A figure of speech may be said to occur whenever a speaker or writer, for the sake of freshness or emphasis, departs from the usual denotations of words*". From the definition mentioned, it can be concluded that figure of speech is a study of meaning, the meaning that does not come from literal meaning. Related to the definition mentioned, as a preliminary research, this study is done to figure out the types of figure of speech in historical tourism sites naming in Bandung area.

Many researchers do their research on figurative language, such as, Roberts and Kreuz (1994) on their article "Why Do People use Figurative Language?" Giora (1997) "Understanding Figurative and Literal Language: the grade salience hypothesis" and Giora (2002) on her paper titled "Literal vs Figurative Language: different or equal?"

Figurative language or nonliteral language refers to the same thing; it refers to figure of speech as the terms used in this paper. Kreuz and Roberts (1993) in Roberts and Kreuz (1994) explained, "*In the psychological literature, eight distinct types of nonliteral language have emerged. These are hyperbole, idiom, indirect request, irony, understatement, metaphor, rhetorical, and simile.*"

1.1 The Aim of Research

This paper is inspired by the earlier studies conducted by other researchers as mentioned earlier. The two main studies influenced are Robert and Kreuz (1994) did their research entitled "Why Do People Use Figurative Languange?" and Giora (2002) did her research entitled "Literal vs Figurative Language: Different or Equal? Inspired by the two main studies mentioned, this research is studied to figure out the figure of speech of the historical tourism sites naming in Bandung area.

1.2 Method of Research

The method used by the present writers in this research is descriptive method. The descriptive method chosen is used to identify and classify the names of the historical tourism sites in Bandung area as the data. The data are collected from the historical tourism sites offered in brochures, web sites, and some informants who can share their knowledge in historical tourism sites. First of all, from the data obtained, the present writers collected all

historical tourism sites offered in brochures and websites. After that, the data are identified and categorized into each type of figure of speech. Finally, the present writers analyze each of the data collected and found the dominant figure of speech as the finding of the study.

2. Result and Discussion

Relating to the data analyzed, it is found personification and metaphor as the figure of speech found in the historical tourism naming in Bandung area. Personification is a figure of speech of personifying or being personified or they have the ability to act the human beings as Delbaere (2013) argued that *"All forms of personification draw on anthropomorphism, the propensity to attribute human characteristics to objects"*. The following is the example of personification.

(1) The picture in the wall *shouted* for attention.

The example (1) describes that the picture in the wall is being personified since the writer chooses the verb *shouted*. Only human (animate) can *shout* not the picture in the wall.

Richards et al. in Sujatna et al. (2015) mentioned that "*In a metaphor, no function words are used. Something is described by stating another thing with which it can be compared"*. In line with Glucksberg (2001), he mentioned that "*Metaphor can be variously defined. A figure of speech in which a name or descriptive word or phrase is transferred to an object or action different from, but analogous to, that to which it is literally applicable; an instance of this [is] a metaphorical expression*." He added that "*A thing considered as representative of some other (usually abstract) thing: A symbol*". The following is the example of metaphor.

(2) She is *fishing* in troubled waters.

The word *fishing* is not the meaning of fishing literally, it is an expression. The word *fishing* describes that she is looking for something that is difficult to be obtained. The example (2) can be classified as a metaphor.

The data obtained are the historical tourism sites offered in brochures and web sites. From the data analyzed, the present writers found two different types of figure of speech of historical tourism sites naming; they are personification and metaphor. They are six data of the two types of figure of speech.

2.1 Personification

From the data obtained, the present writers found two data as personification: they are *Gedung Merdeka* and *Gedung Indonesia Menggugat* as described in the following:

(3) *Gedung Merdeka*

Gedung Merdeka is a proper noun in Bahasa Indonesia. It is the name of a building which was built in 1895 as a coffee shop by Societeit Concordia - a Dutch officer association. At that time, the buiding was named Concordia. In 1955 the Indonesian government used the building as the place of Asia – Africa Conference. The name of the building until now is *Gedung Merdeka*. *Gedung* means 'building' and *Merdeka* means 'Fredom'. The word *merdeka* describes the expression of being freedom for Indonesian people which were colonized by Dutch in the past. The data (3) describes that *Gedung* is being personified since the writer chooses the verb *merdeka*. The word *merdeka* is used for human, so that it is a personifying or being personified or it has the ability to act the human being since only human (animate) can *get the freedom* not *gedung*. Based on that reason, *Gedung Merdeka* can be categorized into one of the personification data.

(4) *Gedung Indonesia Menggugat*

Gedung Indonesia Menggugat is the name of a historical building located on Jl. Perintis Kemerdekaan No. 5 Bandung. The building was named *Gedung Indonesia Menggugat* to memorize Soekarno et al. (Soekarno is the first president of Indonesia in 1945) was taken to the court in August 1930 (before he became the fisrt president in Indonesia) and that time the building is used as a court building. Soekarno and friends read their protest in colonialism power and international capitalism at that time being. Their protest was named as "*Indonesia Menggugat*" means 'Indonesia claimed'. The data (4) describes that Indonesia (as a country) is being personified since the writer chooses the verb *menggugat* 'claimed'. It is a personifying or being personified or it has the ability to act the human being since only human can claim 'm*enggugat'* not the country (Indonesia). Relating to the explainantion, *Gedung Indonesia Menggugat* can be categorized into one of the personification data. Since 2002, the government announced *Gedung Indonesia Menggugat* as the venue of seminar, discussion, exhibition, or workshop to memorize the struggle of the Indonesian heroes in the past.

2.2 Metaphor

The following are the data found as metaphor in historical tourism sites naming in Bandung area. They are four

data sounds as metaphor: *Goa Belanda, Goa Jepang, Paris vam Java,* and *Kota Kembang* as described in the following:

(5) *Goa Belanda*

Goa Belanda is a name or proper noun. In Bahasa Indonesia, the word *Goa* means 'cave' and the word *Belanda* means 'Dutch'. In the past, Indonesia was colonized by Dutch, the Dutch government, in 1941, built the cave along 584 meters with 15 paths and it has two entry gates 3.20 meters high. The cave was built by the Dutch to support military activity in Bandung at that time being.

The name of *Goa Belanda* is described as a name or descriptive word. It is transferred to an object or action different from but analogous to, that to which it is literally applicable. In this case, it is a metaphor since it is the transfer of Belanda 'Dutch' as nation and Belanda as an object (cave). So, the name *Goa Belanda* can be categorized into metaphor.

(6) *Goa Jepang*

Besides *Goa Belanda*, there is *Goa Jepang*. They are near each other and they are in a conservation area (now is called *Tahura* or *Taman Hutan Raya* in the North area of Bandung). *Goa Jepang* was built by Indonesian people in 1942 under Japanese instruction called *romusha* (romusha is a Japanese word; it means laborer denptes to forced laborer). The Japanese came to Indonesia after conquering the Dutch. They built the cave for saving their ammunition and logistics in the war period.

The same with *Goa Belanda*, the name of *Goa Jepang* is a proper noun, it is described as a name or descriptive word is transferred to an object or action different from but analogous to, that to which it is literally applicable. Goa means cave while Jepang means Japanese. In this case, it is a metaphor since it is the transfer of *Jepang* 'Japanese' as nation and *Jepang* as an object (cave). It is similar to *Goa Belanda* that *Goa Jepang* can be categorized into metaphor.

(7) *Paris van Java*

Paris van Java is the other name of Bandung. People called Bandung as *Paris van Java* since Bandung as a city in Indonesia is compared to Paris as a city in French. Paris is described as a beautiful city from (van is a Dutch word means from) French as one of the European countries while Bandung is also a beautiful city from Java (Jawa island) as one of the islands in Indonesia. In this case, it is a metaphor since it is the transfer of the word Paris as a city from Europe to the word Bandung from Java. That is why; *Paris van Java* can be categorized into metaphor.

(8) *Kota Kembang*

Besides as Paris van Java, the other name of Bandung is *Kota Kembang*. *Kota* (is Bahasa Indonesia word means city and *kembang* (is a Sundanese word) means flower. The name of flower city refers to Bandung as a beautiful city. *Kembang* 'Flower' is described as a beautiful thing.Bandung as *kota* 'a city' is compared to flower as a beautiful one. In this case, it is the transfer of the word *kembang* as flower to the word Bandung as a city so that *Kota Kembang* can be categorized into metaphor.

3. Conclusion

After collecting and analyzing the data, it can be concluded that there are two different types of figure speech found in the historical tourism sites naming in Bandung area. They are personification and metaphor. The personification data are constructed personifying or being personified (as described in *Gedung Merdeka* and *Gedung Indonesia Menggugat*) while the metaphor data are constructed by transferring one to an object or action different from, but analogous to, that to which it is literally applicable (as described in *Goa Belanda, Goa Jepang, Paris van Java*, and *Kota Kembang*).

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Role of EMI and Resultant Impact on Career Development of Chinese Students

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Abstract

With the ever-changing trends in internationalization of higher education in the recent past, English has been adopted as an effective medium of instruction for many students in various universities all over the world. However, with all its merits, evidence shows that English medium of instruction (EMI) is not very much popular mode of learning in universities across mainland China.

This research is an endeavor to highlight the merits of EMI and its associate linkages to career development of Chinese students. While comparing with Chinese medium of instructions (CMI), the findings of this paper have suggested that EMI has a positive impact on the career development of students. Those students who have taken courses in English medium have received better jobs and more opportunities for fair career growth.

It is further argued that EMI not only assist the individuals in shaping their better future, but it also facilitates in providing efficient labor force for the growing economies. As part of globalization, large numbers of firms are pouring into China. Resultantly, various companies are vigorously searching for graduates with high level of English proficiency. To this end, the role of EMI programs is highly significant in providing right candidates for the corporate sector. Given the need of current employers, it is highly recommended to establish more EMI programs in Chinese institutions.

Keywords: EMI, CMI, Career Development, English Based Courses, Chinese Universities

1. Introduction

Ethnically, China is such a diverse country where students come from various regions, speaking varied languages and dialects. But despite of language barriers, everyone is communicating well and that is partly because of English language. Learning English has become a new passion among young Chinese university students. Students not only learn English at schools but also outside the campus, through the internet, from music, through computer games by watching movies and from television series. Many of these students are highly mobile and in most cases migrate abroad in order to pursue further higher education.

Very little work has been done in analyzing the comparative advantage of various medium of instructions in case of China. As more and more Chinese higher education institutions are adopting English as a medium of instructions (EMI), it is increasingly important to analyze the cost and benefits of this move. Hence, this research is geared to compare the Chinese medium of instruction (CMI) with English medium of instruction (EMI) and amylase the resultant impact on the career development of Chinese students in respect of job prospects, opportunities for further education in abroad and working for modern corporate sector.

As Chinese education system is going through a transformation, more emphasis is being placed on English as medium instructions. Research has proved that the use of English medium instructions in Chinese universities lead to a better career prospects for students in comparison with students having studied in Chinese medium of instructions. Thanks to the English medium of instruction, adapted in the Chinese universities, students have been able to go abroad and explore new avenues of career path.

English medium of instructions carries numerous advantageous. Just to name a few, it is highly beneficial in

pursing higher education in abroad, it gives more opportunities to work with some of the world's biggest companies, people with better English proficiency are deemed to have higher salaries and more opportunities for career growth.

The quality of English medium of instruction in many Chinese universities is blow the par and that requires fundamental overhaul. The delivery of lectures, quality of instructors, teaching material and student's English proficiency all matters when it come to effective medium of instruction.

This paper aims to discuss the merits of English as an effective means of instruction in comparison with the Chinese medium of instruction and its associate linkages to the career development of Chinese students. The study is further organized as follows. In the next two sections, we will discuss the research design and the methodology. Section four covers the analysis and data interpretations, while section five offers findings and recommendations.

2. Research Design

English is the most popular medium of instruction all over the world. Despite its popularity, many universities have experienced difficulties in implementing the EMI. Chinese universities also face the same problem. In China, one of the issues that have generated debate is the proposed reforms of reducing the weight of English medium of instruction in Chinese Universities. This means, more weightage and more emphasis on Chinese medium of instruction rather than stress on English. On the contrary, numerous studies have suggested that the use of English medium instruction in Chinese universities leads to better career prospects of the students when compare to that of Chinese medium of instruction. Hence, this research is geared to compare the benefits and disadvantages of both medium of instructions in Chinese universities and the resultant impact on the career development of Chinese students.

2.1 Research Design

For this research, we have selected the International School of Jinan University (JNU) as the sample case for the EMI. It is worth to mention here that International School of JNU is one of the first Schools in mainland China to offer all courses in English. For this study, we have chosen undergraduate students from seven majors offered at International school (IS). The major disciplines are Finance, Certified General Accountants (CGA)-Canada, International Economics & Trade, Public Administration, Clinical Medicine, Food Quality & Safety and Pharmacy from Jinan University. For the estimates and analysis, we have used sampling techniques and the data is calculated through the IBM – SPSS" software. The sample population is based on the responses of 100 undergraduate students from the International School.

2.2 Limitations of the Study

It is imperative to note that this study has several limitations. Due to limited sampling size, the observations made for the small sample has been generalized to the graduates in China. However, several interactions on personal level have been attempted in order to get more accurate results. Owing to shortage of time, the research has been confined to few groups which presumably represent the majority of youth students enrolled in EMI programs in China.

3. Research Methodology

3.1 Data Collection

Table 1. International School students sectors-wise employment data (2005-2014)

YEAR	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Private Companies	1	5	9	9	9	14	8	11	18	27
Overseas Companies	4	12	18	12	10	15	24	31	25	27
SOE	1	2	4	5	1	10	9	5	8	19
Study Abroad	5	5	13	11	9	11	31	31	37	35
Study at Home	0	1	6	4	5	5	10	11	9	9
Civil Service	0	1	3	6	2	3	5	2	3	4
Public Institution	1	1	1	2	1	2	4	6	8	4
TOTAL	12	27	54	49	37	60	91	97	108	125

Source: Authors calculation based on International School Students Survey 2015

For this study, the data was mainly collected from the undergraduate students of International School (IS) of Jinan University, which is a typical case for the EMI program in China. As a comprehensive University, Jinan

University offers various majors to students in English and Chinese. Historically, Jinan University has been the top destination for overseas students. Hence, in order to attract more foreign students, JNU has started offering more courses in English. To this end, Jinan University has established International School in 2001. Initially, the School has only two majors namely, International Economics & Trade and Clinical Medicine taught in English. During 2001 to 2009, with every passing year, one more major was added. After the graduation, students of International Schools can find jobs easily partially due to the EMI program. As more students start enrolling at the International School because of its English medium of instructions, the School has started offering all courses in English.

3.1.2 Analysis: Frequencies:

		Private Companies	Overseas Companies	SOE	Study Abroad	Study at Home	Civil Servant	Public Institution
N	Valid	10	10	10	10	10	10	10
	Missing	0	0	0	0	0	0	0
	Mean	11.10	17.80	6.40	18.80	6.00	2.90	3.00
	Median	9.00	16.50	5.00	12.00	5.50	3.00	2.00
	Mode	9	12	1[a]	5[a]	5[a]	3	1
	Std. Deviation	7.233	8.664	5.461	13.011	3.742	1.792	2.449
	Skewness	1.122	.037	1.407	.414	-.286	.185	1.134
	Std. Error of Skewness	.687	.687	.687	.687	.687	.687	.687

<div align="center">Statistics</div>

Multiple modes exist. The smallest value is shown

Correlation Analysis:

<div align="center">Descriptive Statistics</div>

	Mean	Std. Deviation	N
Private Companies	11.10	7.233	10
Overseas Companies	17.80	8.664	10
SOE	6.40	5.461	10
Study Abroad	18.80	13.011	10
Study at Home	6.00	3.742	10
Civil Service	2.90	1.792	10
Public Institution	3.00	2.449	10

Source: Authors calculation based on International School Students Survey 2015

3.1.3 Data Set-2 Data:

Evaluation From Graduates	Fully Agree	Agree	Unsure	Disagree	Completely Disagree
Great help for development of English knowledge	43	34	19	4	-
Not much help for career development	17	36	28	19	-
Team management is much easier	28	30	38	4	-
Company is interested in English knowledge background	34	34	21	9	2
Lack of language knowledge	15	34	26	25	-
Course structure is not fit to social environment	11	19	32	38	-
Great help to find a job	47	34	9	2	-
Great help for promotion	38	38	18	4	2
If given a chance, would choose language course again	100	-	-	-	-
Very helpful for higher studies	81	17	2	-	-
Good for collecting international resources	42	34	12	12	-
Teachers' English level is important	62	28	2	-	-
Teachers' work background is important	59	30	11	-	-

3.1.4 Analysis:

Frequencies:

		Great help for development of English Language	Not much help for career development	Team management is much easier	Company is interested in my English knowledge background	Lack of language knowledge	Course structure is not fit to social environment	Great help to find a job	Great help for promotion	If given a chance, would choose language course again	Very helpful for higher studies	Good for collecting international resources	Teachers' English level is important	Teachers' work background is important
N	Valid	4	4	4	5	4	4	4	5	1	3	4	3	3
	Missing	1	1	1	0	1	1	1	0	4	2	1	2	2
Mean		25.00	25.00	25.00	20.00	25.00	25.00	23.00	20.00	100.00	33.33	25.00	30.67	33.33
Median		26.50	23.50	29.00	21.00	25.50	25.50	21.50	18.00	100.00	17.00	23.00	28.00	30.00
Mode		4[a]	17[a]	4[a]	34	15[a]	11[a]	2[a]	38	100	2[a]	12	2[a]	11[a]
Std. Deviation		17.146	8.756	14.652	14.474	7.789	12.247	21.087	17.550		41.956	15.362	30.089	24.173
Skewness		-.386	.626	-1.465	-.230	-.381	-.152	.224	.133		1.486	.229	.396	.609
Std. Error of Skewness		1.014	1.014	1.014	.913	1.014	1.014	1.014	.913		1.225	1.014	1.225	1.225

a. Multiple modes exist. The smallest value is shown

Correlation Analysis:

Descriptive Statistics

	Mean	Std. Deviation	N
Great help for development of English Language	25.00	17.146	4
Not much help for career development	25.00	8.756	4
Team management is much easier	25.00	14.652	4
Company is interested in my English knowledge background	20.00	14.474	5
Lack of language knowledge	25.00	7.789	4
Course structure is not fit to social environment	25.00	12.247	4
Great help to find a job	23.00	21.087	4
Great help for promotion	20.00	17.550	5
If given a chance, would choose language course again	100.00	.	1
Very helpful for higher studies	33.33	41.956	3
Good for collecting international resources	25.00	15.362	4
Teachers' English level is important	30.67	30.089	3
Teachers' work background is important	33.33	24.173	3

Source: Authors calculation based on International School Students Survey 2015

4. Findings, discussion and suggestions:

4.1 Data Set-1

- Our findings suggest that the number of students working in private companies have increased over the past few years. This is largely due to the increasing demand of English speaking people in the private sector.

- It is further argued that the large amount of people like to work in foreign companies mainly because of better pay and perks, opportunities for future growth and further chances of career development.

- The demand for English speaking graduates working in State Own Enterprises (SOE's) has gone up significantly recently. This proves that SOE's also prefer to recruit more graduates from English Medium Instruction based institutions.

- Our study has further confirmed that "study abroad" is another powerful reason why many Chinese students like to study in EMI institutions.

- The result of our survey has indicated that the number of people who choose to study in the home country went down gradually over the last couple of year. On the contrary, the number of students study abroad have gone up steadily partly due to better economic conditions and the introduction of EMI programs in many Chinese institutions.

- Addionally, our results shows that International School graduates preference for working in government sector and civil service has declined with every passing year. Several reasons could be attributed to this trend. Some students believe working in government sector is unrewarding as the sector offers less salaries and chances for promotions are relatively slow. Whereas, private sector is more efficient, lucrative and carries fair chances of promotions.

- Research points out that the number of graduates working in public limited companies has fallen notably which is mainly due to rapid emergence of domestic private sector and influx of international companies in mainland China.

- The correlation analysis confirms that the variables chosen from the comparative analysis positively match with the introduction of EMI program introduced at the International School (IS). It is concluded that the English Medium Instruction (EMI) program is very instrumental in securing better jobs for many IS students. Hence, we strongly recommend to establish more EMI based programs throughout China.

4.2 Data Set-2

- The research proves that maximum number of respondents fully agreed that EMI is useful in knowledge development and that provides more opportunities for career growth. Therefore, more instructors are encouraged to deliver lectures in English.

- Many respondents consider the EMI is not helpful in career growth if the candidates have low level of English proficiency. Besides, success of any EMI program is not merely based on medium of instructions, rather it depends on other several factors, including, the quality of instructors, modernized syllabi, selection of courses and the learning abilities of students.

- Most respondents were not sure whether the team management gets improve through the EMI based programs.

- Several respondents believed that the EMI not essentially guarantee to secure a better position in top companies. As a matter of fact, different companies have their own selection criteria for hiring suitable candidates. Hence, apart from other conditions, medium of instructions and candidate's English proficiency also counts when it comes to recruitment.

- Likewise, many respondents consider, the EMI programs are not very popular and effective in many institutions throughout China. Partially, because of student's poor background in English. As is well know, in many parts of China, in numerous primary schools and colleges, there is dire need of qualified English instructors.

- While, the majority of respondents disagree that students graduated from EMI based institutions would have a comparative advantage over Chinese medium of instructions gradates, when it comes to hiring for corporate sector. The argument is Chinese corporate sector is such a large and diverse that it absorbs all kind of candidates irrespective of their educational background, skills, degrees and working experience etc.

- Nearly half of the respondents agreed that English medium of instruction would help them greatly in finding better jobs, as recently, most of the employers and well known companies in China are keen to recruit graduates from EMI based institutions.

- Similarly, large numbers of respondents believed that EMI is instrumental in jobs hunting, personal career development and new opportunities for future growth.

- Majority of the respondents have agreed in principal, if they have been given a second chance, they would still consider to study in EMI programs. As it provides more knowledge and opportunities for fair career growth when compared with the Chinese medium of instructions.

- Likewise, more than half of the respondents fully agreed that English medium of instruction facilitate them greatly in seeking studies abroad. As a matter of fact, for studying abroad, all non-English speaking students are required to have high level of English proficiency. In most of the cases, they need to pass IELTS or TOEFL. To this end, EMI programs support students to a great extent in improving their English level.

- Almost half of the respondents fully agreed that English medium instruction would help them in improving their connections with foreigners. This may be due to the reason that they are required to communicate or interact with various communities and inter-cultural people who may not understand Chinese language very well.

- More than half of the respondents fully agreed that instructors own English proficiency is very important in delivering lectures and communication students successfully.

- Most of the respondents believe that instructor's personal educational background is vital in transmitting knowledge to students in an effective way. That is particular very important in China as many Chinese students face difficulties in understudying lectures in English. Resultantly, we few students speak in the class and ask questions in class room.

- But for factors like English medium instruction is not of much help for career development, company is interested in the graduates' English language knowledge, and negative correlation is found in the analysis.

- Even though the factor "if given a chance, would choose language course again" has a total negative correlation, it is a good sign that the English medium instruction has a positive impact on the career development of Chinese students.

4.3 General Discussion

- Most of graduates chose to work in private companies or overseas companies. Likewise, many companies also prefer to hire people having graduated from EMI Programs. Companies believe employees with better English background will have comparative advantage in understanding the latest trends in the corporate sector. And it also expands their communications skill in interacting with wider audience.

- The results of our analysis have suggested that the use of English medium of instruction has very significant impact on the career development of Chinese students. Hence, more EMI programs possibly introduced in Chinese institutions. Initially, we recommend introducing more EMI Programs at undergraduate level and gradually upgrade to postgraduate and PhD level.

5. Conclusion

Medium of instruction is very important in effective learning. Those instructors who have better communication skills and good command over English; they are more likely to be successful in transmitting knowledge to students. Though the impact of learning is largely based on instructor's own abilities of teaching, yet medium of instructions play a vital role. In Chinese students case, there has been a mixed of rejoinder. Many students consider English medium of instruction is more successful in learning and that broadens their horizon of knowledge, offers more opportunities for overseas studies, provide more chances of working in international companies and helping in reshaping their future career. On the converse side, some students believe, Chinese medium of instruction is more effective due to various reasons. To this end, one of the powerful arguments is that people understand much better in "mother tongue". Historically, those countries who have adopted national langue as their medium of instruction have been more successful in cultivating good graduates with sound knowledge.

But with the globalization, need for English proficient candidates is growing at an accelerate rate. As China is transforming from developing to developed country, large number of companies-domestic and international, are still actively searching for candidate with good proficiency of English. On the other side, as China is getting more international, large numbers of foreign students are seeking admissions into Chinese institutions. While, the capacity of Chinese universities and institutions to offer programs English is limited. As our research confirms, there is huge potential for EMI Programs in China.

As discussed in the earlier part of this paper, it is observed that comparatively, there is less emphasis on the English medium instruction or English based courses in the Chinese Universities despite of growing demand for these programs. The analysis of this research has confirmed that many graduates like to study in English medium of instruction programs due to variety of reasons. As a matter of fact, numerous Chinese students, after the graduation, like to go abroad for further higher studies. Besides, majority of the students want to study in EMI programs mainly for finding a better job in well established companies where they can get a greater exposure to international environment. These encounters re-affirm student's belief in EMI programs which eventually lead them to a better career development path.

China has received tremendous benefits from the overseas returnee graduates. Due to international exposure, better knowledge, skills and trainings, they lead the corporate sector and contributing considerably for the better of greater China.

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The Mediating Effect of Affective Organizational Commitment in the Relationship between Organizational Justice and Organizational Citizenship Behavior: A Conceptual Model

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Abstract

A literature review revealed that the effect of organizational justice on organizational citizenship behavior (OCB) had been heavily examined as an overall relationship. However, there is a lack of research that examined the effect of organizational justice dimensions on OCB via affective organizational commitment as a mediator. Therefore, this research is an attempt to provide a value theoretical model that explains the relationships between dimensions of organizational justice and OCB as well as tries to describe in detail meaning of this relationship through the mediating effect of affective organizational commitment in the context of social exchange theory. Furthermore, the proposed hypotheses on the link between these variables are provided as a foundation for further research.

Keywords: Affective Organizational Commitment, Organizational Citizenship Behavior, Organizational Justice

1. Introduction

Organizational citizenship behavior (OCB) is recognized as an important priority that every organization has to consider for the purpose of improving and utilizing its human resources and to sustain its viability in the worldwide competitive environment (Benjamin, 2012). Based on organizational behavior theories, OCB have an accumulative positive effect on organizational functioning, improves efficiency and employees' participation, encourages teamwork, reduces the costs of mistakes and provides a good work environment (Taghinezhad et al., 2015; Shim & Rohrbaugh, 2014). Because of its significant in the performance and survival of organizations, OCB is currently one of the topics extensively studied in the field of organizational behavior (Bahrami, Montazeralfaraj, Gazar, & Tafti, 2014). Therefore, several researchers pay more efforts in studying the different factors that may have relationships with OCB (AbuTayeh & Bandar, 2012; Ahmadi, Ahmadi & Taverah, 2011; Akanbi & Ofoegbu, 2013; Sahafi et al., 2011; Tziner & Sharoni, 2014). Thus, the current research tries to investigate the probable relationships between organizational justice, affective organizational commitment (AOC) and OCB.

A review of fifty-five studies conducted by Organ and Ryan (1995), indicated that among the different variables, organizational justice and AOC are key determinates of OCB. Recent empirical studies have shown that the organizational justice is a powerful predictor of OCB (Ahmadi et al., 2011; Muhammad, 2014; Zaitouni, 2016). However, organizational justice is a multidimensional approach (Elamin & Tlaiss, 2015) as multiple forms of justices (Golparvar & Rafizadeh, 2010), and existing studies on organization-employee relations have taken a very narrow perspective. As a multidimensional construct, organizational justice has been conceptualized as distributive, procedural, and interactional justice (Sulander et al., 2016; Chan & Lai, 2016; Hart et al., 2016). However, the effect of distributive, procedural, and interactional justice on OCB is yet to be considered. Therefore, this study takes this endeavor and use three dimensions of organizational justice namely: distributive, procedural, and interactional justice to determine the individual influence on OCB.

The literature suggests that dimensions of organizational justice, namely distributive, procedural, and interactional justices were positively and significantly related to AOC (Bahrami et al., 2014). However, the effect of these dimensions on the AOC has not been fully investigated, particularly in the public organizations. On the other hand, several other studies posit that AOC was found to be a critical mediating variable that facilitates

proactive OCB (López-Cabarcos et al., 2015; Ünal, 2013; Muhammad, 2014). Nevertheless, the mediating role of AOC has not been fully examined, particularly on the relationship between three dimensions of organizational justice, namely, distributive, procedural, and interactional justices and OCB. Therefore, the present study tries to explore the relationship between organizational justice's dimensions and OCB through the AOC.

2. Organizational Citizenship Behavior

OCB has become a commonly used axiom in achieving organizational effectiveness. The significance of OCB is dependent on the fact that the survival of any organization always rely on it is the capability to create a personnel who exhibit constructive behaviors as a good citizen of the organization. OCB is defined as a behavior which is discretionary and goes beyond the contractual roles in a way that improves the overall performance of the organization (Podsakoff et al., 2009). OCB refers to the activities employees perform in a way that goes beyond what is required of them without having any extra reward (Vivek, 2016). It is considered as a key determinant of maximizing the efficiency and productivity of the organizations and the employees (Shim & Rohrbaugh, 2014). A contemporary meta-analysis conducted by Chiaburu, Oh, Berry, Li, and Gardner (2011) classified OCB into two different aspects such as pro-social (directed toward individuals or organization) and proactive (change-oriented). The pro-social concept refers to behavior that directly benefits the organization and other persons. The proactive relates to the employee's contribution of positive changes to the organization. Based on the above definitions, OCB is a voluntary individual behavior that is not recognized directly by the official reward scheme and enhances the effectiveness of the organization.

OCB is a multi-dimensional construct (Markóczy, Vora, & Xin, 2009; Becton & Field, 2008; Chan & Lai, 2016). As a multidimensional construct, the OCB consists of five dimensions, namely altruism, civic virtue, sportsmanship, courtesy and conscientiousness (Organ, 1988; Demirkiran, Taskaya & Dinc, 2016). Altruism can be represented in different ways such as voluntarily helping new employees and co-workers from other departments and assisting workers who were absent (Organ, Podsakoff, & MacKenzie, 2006). The conscientiousness is viewed as a set of behaviors that are directed toward organizations as the first beneficiary (Hoffman et al., 2007) and not for any specific individual (Organ, 1997). Courtesy is represented by the employee who observes something that may lead to problem existence and treat it before it exists and leaves the organizational facilities in a good situation to enable other coworkers to use it (Organ et al., 2006). Organ (1990) described sportsmanship as "a willingness to tolerate the inevitable inconveniences and impositions of work without complaining. Podsakoff et al. (2000) indicated that employee who represents sportsmanship actions has the willingness to sacrifices his personal interest for the purpose of organizational resources conservation. Civic virtue is defined as the discretionary behavior in which the employee is highly involved in the life of the organization as a good citizen (Podsakoff et al., 2000) who constructively contributes to the organizational concerns (Law, Wong & Chen, 2005). These dimensions, in fact, represent how the employees recognize themselves as a part of their organizations (Podsakoff et al., 2000).

3. Organizational Justice

Organizational justice is described as the employees' perception of fairness in social and economic interactions within the organization (Beugre, 1998). It is an employee's personal evaluation of the ethical propriety of their employer (Cropanzano et al., 2007). According to the social exchange theory (Blau, 1964), the useful exchange of one partner treatment would lead to reciprocity on the part of the other partner exchange. For example, when employees feel that they have been unfairly treated, OCB levels will be affected which in turn leads to decreased effectiveness of the organization and threaten the organization survival (Babaei and Mafian, 2016). In contrast, if the employee feels that he or she is treated fairly, he or she would exhibit better superior performance. Garg et al. (2013) described the organizational justice as the employee attitude that may lead to favorable actions which result in OCB. Thus, the organization that focuses on justice can be used to predict the OCB (Lavelle et al., 2009).

However, the organizational justice has been recently defined as the extent in which the design of the organizational settings is done to offer all employees the same degree of equity and fairness (Karim & Rehman, 2012; Salehi, Aslani & Moradi, 2014). Hence, the concept of organizational justice can be considered a crucial factor to understand the behaviors of employees in the different organizations (Tastan, 2013) and at the same time can be used to explain why employees consider some organizations more credible than others (Vazifeh Damirchi et al., 2013). Organizational justice has a major effect on several organizational outcomes such as job satisfaction, organizational commitment, intentions to leave the job and OCB (Cohen-Charash & Spector, 2001; Colquitt, et al., 2001; Loi, Hang Yue, and Foley, 2006). At the same time, organizational justice has been examined extensively by scholars as a key determinant that influences OCB (Walumbwa et al. 2010; Greenberg,

2010; Colquitt et al., 2013; Erkutlu, 2011). Hence, organizational justice is proposed to influence the OCB.

The organizational justice is defined as a multi-dimensional concept that consists of distributive, procedural, and interactional justice (Elamin & Tlaiss, 2015; Chan & Lai, 2016; Ismail & Daud, 2016). Altamna and AlShawy (2011) pointed out that organizational justice can be viewed through the employee's awareness of the three dimensions: procedural, distributive and interactional. Several researchers highlighted three dimensions of organizational justice that are procedural, distributive and interactional justice (Erkutlu, 2011; Guangling, 2011). Procedural justice is more focused on the processes that deliver the organizational decisions, while distributive justice concerned more on content or outcome such as pay and rewards (DeConinck, 2010; McFarlin & Sweeney, 1992), whereas interactional justice is more focused on employees' reactions towards their supervisors (Cropanzano et al., 2002). However, quite a few studies in organizational behavior literature have investigated organizational justice dimensions (procedural, distributive and interactional) as separate variables. More precisely, it is still not clear any of the elements of organizational justice has a strong effect in predicting OCB. In the current research, we, therefore, take up three dimensions of organizational justice, namely procedural, distributive and interactional justice to specify which one of them may have a strong effect on OCB.

3.1 Distributive Justice

Distributive justice, the first studied element of organizational justice, is defined as the employee's perceived fairness of the output distribution made by their supervisors or organizations (Colquitt et al., 2010). Distributive justice describes how an employee evaluates the organizational outcomes distribution, regarding its fairness (Colquitt et al., 2013). Akanbi and Ofoegbu (2013) suggested that employees measure the outcome distribution fairness by comparing their input-outcome ratios against that of their co-workers for the same work category. Given the employee, when he or she treated in an unfair way in term of comparing his/her input- outcome ratio with other colleague's input- outcome ratio, he/she may change his/her behavior by decreasing his input to the organization (Loi et al., 2006). From a social exchange view, employees follow distributive justice because they expect favorable results that are commensurate with their investment in the organization, such as the time and effort (i.e., pay and benefits).

3.2 Procedural Justice

Procedural justice refers to the employee's perception of how fair the organization and its representatives allocate decisions (Tepper, Duffy & Henle, 2006). It is the employees' perception of fairness regarding procedures that are used deliver outcome decisions in organizations (Nadiri & Tanova, 2010; At Yassine, Hammouri, & Aljaradat, 2013). Procedural justice explains how consistent, accurate, representative and ethical are the processes used to determine organizational decisions that control the outcomes distributed among employees (Lind & Tyler, 1988). Abu Elanain (2010) suggested that when the staff lacks the perceptions of procedural justice, the organization should expect a low level of OCB. In contrast, when employees realize that procedures are fair, they are willing to accept decisions, even if they are not completely satisfied with the results (Colquitt et al., 2001).

3.3 Interactional Justice

Interactional justice is defined as the perception of the quality of the communications from decision makers to employees regarding explanation and implementation of formal justice procedures (Yilmaz, 2010).Interactional justice can be categorized into two groups: informational and interpersonal justice (Colquitt, 2001). Interpersonal justice is referred to the employee's belief that their employer has treated them in such respectful and honorable way. On the other hand, informational justice is employee's perception of fairness based on the explanation they received to clarify the procedures and the way that how the outcomes are distributed. In addition, interactional justice refers to different forms such as employees respect among each other's, obeying the organization rules and regulations and the decision fairness they perceive (Karakose, 2014). In view of social exchange theory, the role of interactional justice in the workplace is the quality of treatment employee get on the job (Coetzee, 2014; Cropanzano et al., 2002).

4. Affective Organizational Commitment

AOC refers to "an emotional attachment to, identification with, and involvement in the organization" (Meyer & Allen, 1991, 67). In other words, AOC is the belonging perceptions and attachment feelings toward the organization (Akanbia & Ofoegbu, 2013; Mensah et al., 2016). Lavelle, Brockner, and Konovsky (2009) reported that AOC is considered a significant predictor of organizational behavior of the employee. Snyder and Cistulli (2011) described AOC as the high emotional attachment that pushes an employee to retain as a member of the organization. It is reported that an employee who has a strong affective commitment would have greater

motivation to engage in OCBs and consequently achieve the organizational objectives (Siders, George, and Dharwadkar, 2000).

Interestingly, AOC has been studied extensively as a form of engagement (Lavelle et al. 2009), since it is frequently used as a proxy for organizational commitment (Caillier, 2015). As pointed out by Kim (2014), AOC influences the both behavioral intention and behavior of individual employees in the organization. In particular, AOC has been positively associated with OCB (Hausknecht, Hiller & Vance, 2008; Jain, 2016). Importantly, AOC is considered a crucial mediating variable that facilitates proactive initiative (López-Cabarcos et al., 2015). More precisely, AOC has a mediating effect on the relationship between antecedent variables and OCB (Allen & Rush, 1998). Ünal (2013) proved that AOC has a mediating effect on the relationship between job satisfaction and OCB. Hence, AOC offers possible evidence in the relationship between organizational justice dimensions and OCB. Accordingly, it is more likely that AOC may play a prominent role in explaining the relationship between organizational justice dimensions and OCB in light of the social exchange theory. Therefore, this research seeks to investigate the mediating effect of AOC on the relationship between organizational justice (distributive, procedural, and interactional justice) and OCB.

5. Conceptual Model and Hypotheses

5.1 Relationship between Organizational Justice Dimensions and OCB

The organizational justice has been identified as an important factor that influences OCB (Organ,1990). Empirically, Ishak and Alam (2009) found that organizational justice dimensions play a significant role in determining OCB. Naami (2006) showed that all three dimensions of organizational justices namely distributive, procedural, and interactional justice have an active and direct influence on OCB. Among the different variables of organizational justice, interactional justice is the one that has a critical role to be a predictor of OCB (Erkutlu, 2010; Farahbod, Azadehdel, Rezaei & Nezhadi, 2012; Al-Hyasat, Al Shra'ah, & Abu Rumman, 2013). Other empirical studies have shown that the procedural justice is a key determinant that influences the OCB (Chiaburu and Lim, 2008; Cropanzano Preha & Chen, 2002; Nadiri & Tanova, 2010). Tabarsa et al. (2010) discovered that procedural justice, directly and indirectly, influenced OCB. Other researchers showed that distributive justice towards OCB is positively correlated (Colquitt et al., 2001; Nadiri & Tanova, 2010; Ince & Gul, 2011). Therefore, based on the above discussion and considering organizational justice dimensions as important determinants of OCB, the current study assumes the following hypothesis:

H1a: Distributive Justice is positively related to OCB.

H1b: Procedural Justice is positively related to OCB.

H1c: Interactional justice is positively related to OCB.

5.2 Relationship between Organizational Justice Dimensions and AOC

Several researchers reported that organizational justice influence AOC (Cohen-Charash and Spector, 2001; Colquitt et al., 2001; Ohana, 2014). Guh et al. (2013) suggested that organizational justice has a positive influence on AOC. In the government's context, Kim, Kolb, and Kim (2015) confirmed that procedural justice significantly influences the AOC. Distributive justice has been identified as a significant predictor of AOC (Sweeney & McFarlin, 1993). Procedural justice was also found to be the strongest variable that influences AOC (Loi et al., 2006). In a similar vein, the employee's perceptions of procedural justice have been found to be a positively related with AOC (Ahmed, 2014). Turgut et al. (2012) proposed that AOC is affected by both distributive and Interactional justice. Guh et al., (2013) reported that distributive, procedural, and interactional justices were positively and significantly related to AOC. Thus, the second proposition of this research would be:

H2a: Distributive Justice is positively related to AOC.

H2b: Procedural Justice is positively related to AOC.

H2c: Interactional justice is positively related to AOC.

5.3 Relationship between AOC and OCB

In the literature on AOC support, committed employees would reciprocate with positive work outcomes toward their organizations (Huang, You and Tsai, 2012; Imran, Arif, Cheema, & Azeem, 2014). More precisely, employees with high AOC towards their organizations would have higher commitment level, which in turn leads to increasing their OCB (Jha, 2011). Affectively dedicated employees generate benefits for their organizations including greater voluntary dedication and involvement in the organizational life (Cha, Cichy, & Kim, 2010). Supporting this view, Ng and Feldman (2010) suggested that employees with AOC will have the tendency to reciprocate with OCB. Evidence suggests that increased employees' commitment in the workplaces promote

their OCB towards organizations (Mohamed & Yeo, 2014). The AOC is shown to be empirically related to OCB (Gautam, Van Dick, & Wagner, 2005; Kim, 2014). Empirical studies have been recently found that AOC positively influences OCB (Benjamin, 2012; Kang, Gatling & Kim, 2015). Huang et al. (2012) found that AOC significantly influences OCB. Based on the above, it is proposed that:

H3: AOC is positively related to OCB.

5.4 The Mediating Role of AOC in the Relationship between Organizational Justice Dimensions and OCB

Several researchers have argued that organizational justice elements namely distributive, procedural and interactional are antecedents of AOC (Colquitt et al. 2013; Ghafourian, 2014; Alizadeh, and Ebrahim, 2015). AOC is the result of organizational justice elements which leads to OCB (Guh et al., 2013). AOC has a critical mediating role and a direct positive relationship with OCB (Farazaneh, Farashah, and Kazemi, 2014; Lavelle et al., 2009) as a major determinant of OCB (Benjamin, 2012; Kang, Gatling, and Kim, 2015). The relationships between organizational justice, AOC and OCB can be logically explained in terms of social exchange. For example, perceived organizational justice increases AOC via creating an emotional obligation to increase the OCB and then help the organization to achieve its goals. As a whole, this conceptual evidence proposes that organizational justice would influence AOC which in turn predicts OCB.

In line with this conceptual rationale, it is thus logical to assume that organizational justice dimensions have an influence on OCB by enhancing AOC. Several studies examined AOC as a mediator between job satisfaction → OCB (Ünal, 2013), perceived organizational support → OCB (Muhammad, 2014), job burnout → OCB (Aslam, and Safdar, 2012), Job involvement → OCB (Biswas, 2008), emotional exhaustion → OCB (Tourigny et al., 2013), corporate social responsibility → OCB (Lee and Kim, 2013), personality → OCB (Purba et al., 2015) and overall organizational justice → OCB (Guh et al., 2013). However, to the best of our knowledge, no research has addressed the mediating role of AOC in the relationship between organizational justice dimensions, namely distributive, procedural, and interactional justice and OCB. Thus, the research proposes that AOC mediates the organizational justice dimensions – OCB relationships.

H4a: AOC mediates the relationship between distributive justice and OCB.

H4b: AOC mediates the relationship between procedural justice and OCB

H4c: AOC mediates the relationship between interactional justice and OCB.

6. Theoretical Implications

Through the literature review and the findings of the empirical studies, this paper contributes to existing theories by developing a conceptual model to investigate the factors that influence OCB. The model suggests the links between dimensions of organizational justice, namely distributive, procedural, and interactional justice and OCB. Some of these linkages (e.g. the link between organizational justice dimensions and AOC) are not very often included in OCB models known to the research, thus this study extends existing literature in this context. Also, this research includes the mediating role of AOC on the relationship between the organizational justice dimensions and OCB in the framework, the context that has not been well studied. More specifically, this research explores the extent to which the effects of organizational justice dimensions on OCB may depend upon the effect of AOC first in the context of the social exchange theory. Thus, this paper extends the theory regarding OCB and how dimensions namely distributive, procedural, and interactional justice may influence OCB via the mediating role of AOC in different organizational contexts. Moreover, this paper which shows the suggested relationships among organizational justice dimensions, AOC and OCB will help future researchers to obtain an in-depth understanding of citizenship behavior of the employees in different sectors. Therefore, the proposed paradigm provides a robust model that can be examined empirically in the future studies.

7. Managerial Implications

The proposed model presented in this paper has important implications for managers of human resources management and policymakers of organizations. Based on the results of this paradigm, managers of human resources can design their policies and decisions that support, satisfy and retain employees for the promoting OCB. More spastically, the expected results of the model will enable the management of human resource departments to identify which dimensions of organizational justice is more likely to influence OCB and then pay more attention to enhance it. In contrast, policymakers may use the findings as a guideline to enhance the relationship between the employees and organizations by creating justice environment in term of distributive, procedural, and interactional justice that leads to achieving higher commitment levels and OCB for the organizations. Moreover, the research model provides a chance for managers of human resources in the organization to analyze the employees' perceptions of the commitment at a high level of obligations and its

relation with the dimensions of organizational justice.

8. Conclusion

In sum, despite several researchers developed employee – organization relationship paradigms by providing theoretical and empirical support for relationships between organizational justice and OCB, little attention has been given to the separate influence of organizational justice dimensions on OCB, and explaining the meaning relationship between them through the investigation of the effects of AOC as a mediating variable. Thus, the current research develops an integrated model of the employee – organization relationships including both organization dimensions, namely distributive, procedural, and interactional justice and OCB as well as the mediating effect of AOC (Figure 1). More precisely, this paradigm expands and improves the understanding of the relationship between dimensions of organizational justice and OCB and its analysis via AOC and provides the support for further empirical research.
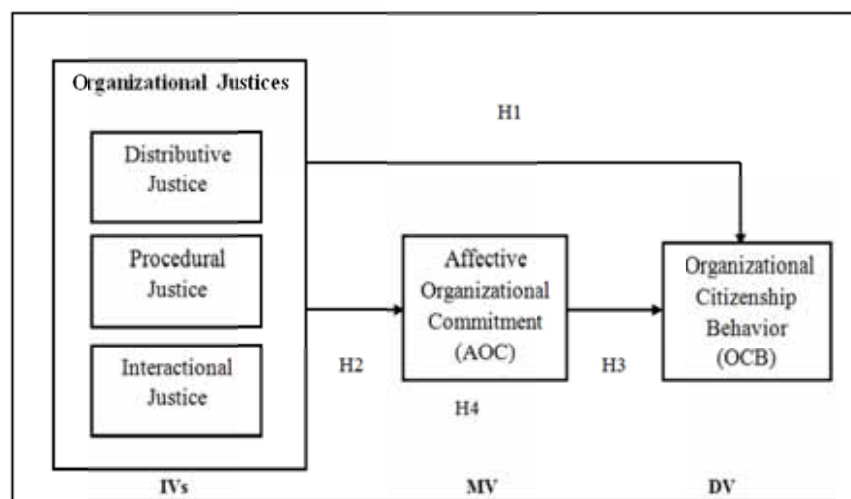

Figure 1. Proposed Conceptual Model

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Artistic Innovation Development in the Management of Cultural, Traditional, and Festival Tourisms at Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor

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Abstract

The current research involves the development of artistic innovation in the management of cultural, traditional, and festival tourisms at Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor. It aims to investigate the body of knowledge about the cultural, traditional, and festival tourist attractions in these three destinations; examines the potential of communities in developing tourism routes; develop and evaluates the development of artistic innovation in tourism management.

The researcher employed a mixed-methods approach which include a survey research of the communities within the 3 targeted areas, a qualitative investigation by means of observing the community participation, an in-depth interview, and social interaction as public network. The methodology includes an analysis of local database system, the development of a public model for an analysis of relation system, knowledge development of community people, relationship network, and the dynamics of community culture that supports tourism in the communities within the areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor. These 3 areas cover 2 provinces, 3 districts, 11 sub-districts, and 131 villages.

The development of artistic innovation in tourism management comprises 4 aspects namely: 1) Knowledge management includes electronic database system, E-Books and tourism documents; 2) Development of products and souvenirs includes survey and selection of community products and souvenirs, designing products and souvenirs, bazaar festival, and printed materials; 3) Public relations includes tourism guidebook, tourism maps and pamphlets, public relations through radio and TV, and printed materials; 4) Aesthetic value includes documentary film, songs, documentary photo book, Art Workshop, commercial ads, and Land Art. The summary results of evaluation of the overall quality by interviewing with 80 tourists and experts of tourism and art, suggested that the development of artistic innovation in the 3 aspects, i.e. knowledge management, public relations, and values were at a very high level, and development of products and souvenir was at a high level.

An evaluation of tourists' satisfaction towards the project operation was conducted using a questionnaire with a sample of 2,000 persons at post-implementation of the project and sub-activities. The results of evaluation suggested tourists' satisfaction at a high level (X = 4.17, sd = 0.81); income at a high level (X = 4.56, sd = 0.81); and increased number of tourists at a highest level (X = 4.54, sd = 0.81).

The results also indicated that the artistic innovation on public relations can serve to draw the attention of tourists to visit particular tourist attractions for their aesthetic value, distinctive uniqueness, cultural, traditional, and historical significances, landscape, climate, way of life, and festivals in each area. More useful information include telephone number, website, maps, transportation, tourism information center, geographical and climatic conditions, and warning and alarm in each of the tourism attractions.

Keywords: Artistic Innovation, Tourism Management, Culture, Tradition, and Festival

1. Introduction

1.1 Significance of the Problem

The primary potentials of tourism in the areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor suggests the strengths in their diverse tourism activities and rich resources of tourism that attract tourists, however with an apparent weakness in terms of less integration among involved sectors including the government, the local

administrative authorities, the private, and the public. The strengths in these areas include a range of tourist attractions for agro, natural, and cultural tourisms as well as many festivals all year round.

With the local assets of significant characteristics in these areas, the researcher came up with an idea to carry out a research and development in order to create an alternative to tourism system in a new way that differs from those dominant features, by focusing on the development of artistic innovation in the management of cultural, traditional, and festival tourisms in each area. The participatory action research is employed to facilitate the "community-based tourism" aiming at strengthening "community people" to become the center of tourism management. In this way, it not only satisfies the need of tourists, but also promotes the potential of local people, business operators, as well as service providers, by using the research as a means to establish the learning process and engage local people in the management of tourism in their communities. Consequently, the natural resources are nurtured, preserved and restored in a way that keep balance with the local traditional and cultural identity, and yet fostering the community economics in the future. Over the past 6-7 years, the research team had undertaken the research and development in this initiative in an attempt to provide the base of knowledge and experience to be utilized and carried on by those authorities of tourism policies that will lead to the development of tourism styles I the country.

1.2 Objectives

1 To investigate the body of knowledge pertaining to the cultural, traditional, and festival tourist attractions in the areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor

2 To examine the potentials of community in developing tourism routes for the cultural, traditional, and festival tourisms.

3 To develop the artistic innovation in the management of cultural, traditional, and festival tourisms in the areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor.

4 To evaluate the development of artistic innovation in the management of cultural, traditional, and festival tourisms in the areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor.

1.3 Research Conceptual Framework
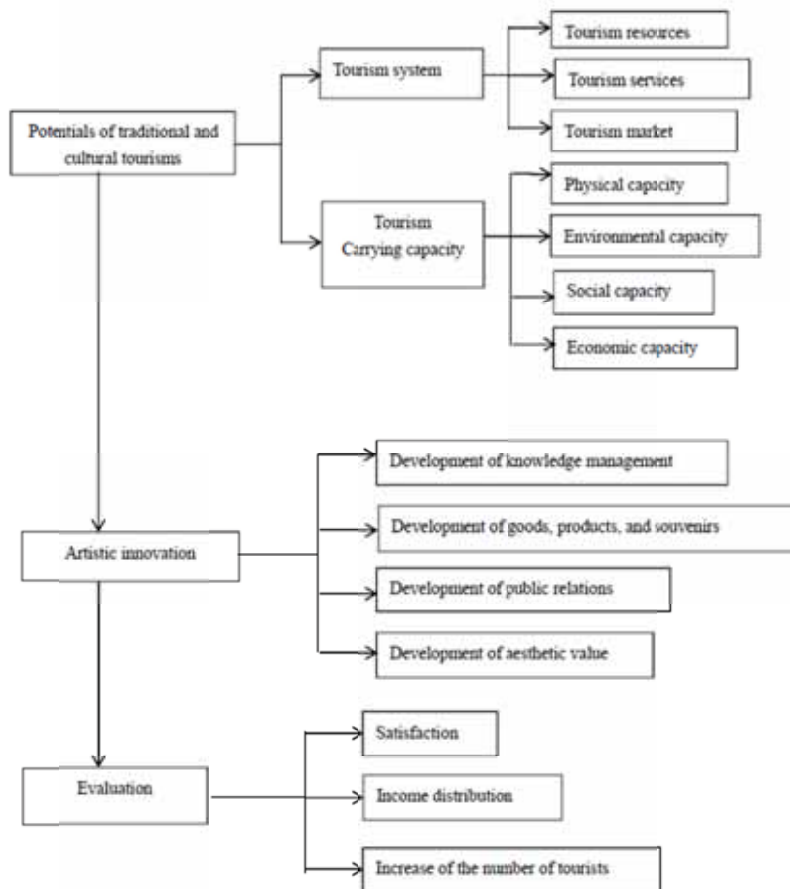
2. Research Methodology

The researcher adopted a mixed-method approach which include a survey research of the communities in the targeted areas, and a qualitative investigation by means of an observation of participation, an in-depth interview, and social interaction as public network which is a methodology involving an analysis of local database system and public development in order to capture the relationship system, knowledge development of community people, relationship network, and the dynamics of community culture that support the tourism of community. The research scope was described below.

3. Population and Sample

3.1 Population

The investigation of community context in the areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor includes 89,480 persons.

3.2 Sample

A total of 2,000 respondents were selected, using accidental sampling inquiry by entering the communities to inform the research objectives and asked for their cooperation to respond the questionnaire. The research determined a sample size of 1,110 persons which exceeded the minimum size calculated by Yamane's formula (Toro Yamane, 20001, p. 120) where the population is infinity and the sampling error is 0.03.

4. Research Scope

This research drew on a mixed-method approach. The development of cultural, traditional, and festival tourism routes with community participation in the targeted areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor includes the scope defined below.

4.1 The area scope based on the following criteria of selection

•The area with tourism significance

• The area with tourist attractions currently in service for tourists

• The area generally known and constantly visited by tourists

• The area of priority for development as tourist attraction

The researcher divided the areas for developing traditional, cultural, and festival tourism routes by community participation which cover 2 provinces, 3 districts, 11 sub-districts, and 131 villages as follows: 3 sub-districts with 44 villages of Phu Hon Rong Kla, Nakhonthai district, Pitsanuloke province; 1 sub-district with 15 villages of Phu Thab Boek, Lomkao district, Petchaboon province; and 7 sub-districts with 72 villages of Khao Khor, Khao Khor districy, Petchaboon province.

4.2 The development scope determined by the research objectives

•Traditions and cultures comprises 6 features including traditions in relation to beliefs, locality, occupations, life cycle, festivals, and ways of life.

•Festivals comprise 8 features including festivals in relation to tradition and culture, beliefs, music and recreation, sports, natural aesthetics, agricultural products, historical remembrance, and recreation.

5. Procedures

The documentary study and interviews with potential informants about the tourism attractions of the communities in Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor contained 4 steps.

5.1 Collecting data by the research team with respect to basic information and a baseline of communities obtained from the preliminary research, analyzing community data collected prior to conducting the research which involved community potential to develop the routes of traditional, cultural, festival tourisms at Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor, and evaluating tourism potentials and readiness in terms of tourism system and carrying capacity, as in the details follow.

• Tourism system consisted of tourism resources, tourism service, and tourism market.

• Tourism carrying capacity consisted of physical capacity, environmental capacity, social capacity, and economic capacity.

5.2 Collecting tourism data of the communities in the areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor which included new tourism attractions, cultures, traditions, and festivals.

5.3 Determining guidelines to develop tourism attractions in the areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor; preparing a draft model of tourism attraction development that corresponds the need and background factors of the community by using a model synthesis technique; and bringing the model to testing by having a group discussion with the community network partnerships. This part follows the steps below.

• Designing the survey and constructing the tools, i.e. a questionnaire and an interview form for field work data collection. The development of artistic innovation in traditional, cultural, and festival tourisms at Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor covered the scope of content following the research objectives which encompassed the investigation of the body of knowledge pertaining to the traditional, cultural, and festival tourism destinations at Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor, and the potentials of communities to develop the routes of traditional, cultural, and festival tourisms.

• Constructing the research tools including: a questionnaire on tourism potentials and readiness of communities in the areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor; and a questionnaire on tourism attractions in the communities in these 3 areas.

• Constructing a data survey form on the development of artistic innovation in traditional, cultural, and festival tourisms at Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor using a documentary study of local culture, literatures related to culture and arts, annual reports of Nakhonthai district of Pitsanuloke, Khao Khor, Lomsak, and Lomkao districts of Petchaboon, and review of basic information to determine the suitability of formats to gather and collect information in Pitsanuloke and Petchaboon. It was intended to identify the significance and value of the community context.

• Trying out the tools. The research team and 4 data collection workers tried out the in-depth interview form in Nurnsawang community, Nakhonthai district of Pitsanukole, and analyze its validity, then revised the interview form and tried out in Tungsamore community of Petchaboon, so as to obtain the most valid data.

• Improving the research tools as recommended by the experts, considering the data from the field try-outs of the in-depth interview form in the 2 communities, followed by a review by 5 experts and improvement for more validity.

• Training research assistants for data collection. The research team organized 2 training seminars for data collection workers. The training content covers the technique of self-introducing to the local sages, interviewing techniques, the wordings used for interviewing, interview manners, interview manual, including the understanding of types of cultures. This part reviewed the suitability of the formats to gather and collect culture data, and to plan for the use of interview form in field work.

• Collecting the tourism data of the communities in Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor as a guideline for developing tourism attractions in these 3 areas and formulate a draft model of tourism attraction development that correspond to the need and background factors of the communities, using a model synthesis technique and bringing the model to initial test by having a group discussion with the community network partnerships.

• Incorporating the baseline data being collected and the guideline obtained from the preliminary research as the background factors of the communities into the analysis of community data on cultural, traditional, and festival tourism attractions.

6. Data Collection

The data collection was undertaken in the following steps.

6.1 The research team collected the data of the communities in the areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor (prior to carrying out the research) by using a questionnaire. The research team initially contacted the chairman and deputy chairman of each of the communities and entered the communities to collect the data by accidental enquiry method, using 20 sets of questionnaires for 1 community, making a total of 2,000 sets, and the data collection took 12 times for a period of 3 months.

6.2 Conducting small-groups seminar of the community network partnerships by taking the preliminary model and data from the research result to formulate the project and activities for developing tourism attractions in the communities within the areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor, and reviewed by using the technique of small-groups seminar.

6.3 Organizing the seminar project among the experts and community network partnerships in each aspect of the development of tourism attractions of the communities in the areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor. The aspects of development comprise tour and guide services, local products, safety, the network of

tourism activities that attract tourists, and management of other services. An authentic evaluation was performed every month.

6.4 Evaluating the development of artistic innovation in traditional, cultural, and festival tourism management in the areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor with the sample groups of tourists, business operators, and communities. The content of evaluation involves tourists' satisfaction, income, and increased number of tourists.

6.5 Organizing a conference to publicize the research work and propose policy recommendations, a guideline for extended policy research, and evaluation result of project achievement.

7. Construction of Research Instruments

This research employed a questionnaire as an instrument to explore the opinions and satisfaction of the communities. The researcher constructed the questionnaire based on the related concepts, theories, and research that are relevant to the research objectives. The questionnaire items contained 2 types, i.e. close-ended questions as a checklist; and rating scale questions ranged from high, moderate, to low.

Test of instrument quality

1. The questionnaire being constructed by research concept was reviewed by experts for its language, content, and theoretical validities, and accordingly revised by the researcher as recommended by the experts.

2. The questionnaire was tried out with 45 non-samples, and tested for its reliability and obtain a Cronbach's Alfa-Coefficient of 0.97.

3. The instrument was reviewed for further improvement. The experts suggested that an in-depth interview form should be included.

8. Test of Data

The tests of data validity and reliability were performed to determine if the items represent the intended meanings during the interview and if the responses are consistent with the community context, previous data, and feedbacks of experts. The test was performed against the environment and other available information from other sources using a triangulation technique as a quality methodology so as to bring about the data that is meaningful, accurate, and most reliable. In particular of the second part to test the data as indices was carried out by observing the behavior of conversation with key informants, community network partnerships, community committee, and general people. The triangulation was performed to test different aspects.

9. Conclusion, Discussion, and Recommendations

9.1

The investigation of body of knowledge pertaining to the traditional, cultural, and festival tourism attractions in the areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor, and the potentials of communities to develop the routes of traditional, cultural, and festival tourisms are described in different dimensions below.

Physical characteristics The opinions were at a high level in the following aspects: suitability to access in all seasons; safety for travelling; road quality and/or usability of water way for the whole year; visibility of road signs; richness and reputation of tourism attractions; richness of natural condition and original condition; distinctive tourism value or uniqueness; scientific and educational values; assimilation with nature, culture or environment; and attractiveness of tourism sites.

Conservation of environmental quality The opinions were at a high level in the following aspects: noise quality management, free of disturbance sound; far from industrial area, urban community, or noisy activities; waste management with enough and suitable containers; litter warning signs; garbage container design assimilated with environment; air quality control, free of dusts and smokes; no odors and nuisances in tourism sites.

Socio-economics The opinions were at a high level in the following aspects: worthiness of touring; satisfaction with tourism value; satisfaction with service; satisfaction with management; satisfaction with hygiene and safety; satisfaction with cordiality of local community.

Participation at tourism attractions The opinions were at a high level in the following aspects: participation in activities such as nature walking tour, sightseeing of community way of life, rafting, art and culture tour; donation to tourism attractions; recommending others to visit; direct and indirect benefits; participation in management; allowing the support role of external agencies.

Community and cultural strength The opinions were at a high level in the following aspects: groups/agencies in

charge of tourism; groups for local culture and wisdom preservation; initiation of recreational activity management; uniqueness of art and culture; possible inquiry of historical, cultural, and traditional background; aesthetics of art and culture; locality attachment; welcoming for the learning of community way of life, tradition, and culture; uniqueness of nature; richness of nature; magnificent scenery; uniqueness of agriculture; management for better environment; allowing for learning community way of life.

Administration and management of facilities The opinions were at a high level in the following aspects: information signs at tourism spots; enough facilitation in tourism sites, e.g. electricity, water, telephone, toilet, parking lot; sufficiency and coverage of attendants for the life and asset safety; proper warning signs and alarms; instrument and equipment for disaster relief; first-aid kit.

Providing knowledge and raising consciousness of tourism value. The opinions were at a high level in the following aspects: tourist service center; documents for distribution; change of community income; increased number of tourists; development of jobs and souvenirs; communication and language.

Problems faced by tourists in tourism sites The opinions were at a high level in the following aspects: dishonest of service providers; safety; hygiene; accessibility to tourism attractions; pollution around tourism sites; facilities; public utilities; use of public transports; sufficient availability of buses; motorbike taxi; condition of service vehicles; accommodation: hygiene, safety, convenience and comfort.

Information on tourism attractions Information pertaining to the traditional, cultural, and festival tourism attractions at Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor indicated a total of 92 tourism attractions in the area of Nakhonthai district, most of which or 50 attractions are located in Phu Hin Rong Kla national park; among these are 17 historical tourism attractions and 33 natural tourism attractions. The rest includes 8 historical, 12 art and cultural, and 21 natural tourism attractions. Among 17 tourism attractions in Lomkhao district, there are 2 historical, 6 natural, and 9 art and cultural tourism attractions. Khao Khor district covers 44 tourism attractions with 5 historical, 26 natural, and 12 art and cultural tourism attractions.

Information on festivals and traditions There are 32 festivals altogether in the areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor which comprise 20, 2, 8, and 2 festivals in Phu Hin Rong Kla, Phu Thab Boek, Khao Khor, and Nakhonthai district, respectively. In these areas, 6 traditions concern with belief, 1 with locality, 4 with occupation, 13 with life cycle, and 3 with festivals.

9.2 The development of artistic innovation in the management of traditional, cultural, and festival tourisms at Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor

• The network partnerships and community representatives in tourism management of more than 150 persons worked together to determine guidelines for developing artistic innovation for tourism management. The meetings were held 2 times with community representatives for their collaboration in tourism development using a participatory approach. Their participation is advantageous to the communities as it encourages the awareness of community people and allows for the transfer of local wisdom from generation to generation.

• Development of artistic innovation in knowledge management.

1) Constructing electronic database system in 2 networks: World Wide Web to disseminate information through www. jirawatart.com/route 12 research; and Facebook using the name "Pitsanulok-Lomsak Tourism Route", with a total of 5,000 members.

2) Producing 10 sets of E-Book, namely: Route of Memory, Million Words of Beautiful Walking on Fog, Water Color at Route 12, Hmong New Year at Route 12, Pink Land At Phu Lom Lo, People of Route 12, and The Beautiful of Route 12.

3) Producing a tourism brochure titled "Cultural Information of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor, 1,000 copies.

4) Producing a travel booklet in Thai and English versions titled "Walk Through The Land, Travel Through The Hills", 500 copies.

According to the research result, the development of artistic innovation in knowledge management, data collection and data compilation are considered a source of imagination and creativity, a source of independent study, a source of lifelong learning, a source of construction of knowledge, idea, academics and experience, a source of cultivating value, a source of self-inquiry for knowledge, a source of initiating idea into new careers of universality, a source of supplemented first-hand experience, and a source of strengthening friendship and relationship among community people and local sages.

9.3 The development of artistic innovation in products and souvenirs development

• Surveying and selecting of at least 44 kinds of products, and souvenirs; selecting and developing of 22 designs of products and souvenirs.

• Organizing an event of arts, products and souvenirs bazaar called Dek-Doi bazaar at Baab Mai Rong Kla, Nurn Purm sub-district, Pitsanuloke.

• Producing printed materials for products and souvenirs in Thai and English versions for 2,000 copies.

For the development of artistic innovation in products and souvenirs development, the designs of product and souvenirs emphasize those developed by the communities by using a machine or any other methods and should take into consideration of 1) the quality and utility suitable for various occasions, traditions, and festivals (Ornaong Swasburi, 2012, p. 75); 2) suitable materials and production process; 3) the demand of consumers, the need to meet with the way of life, culture, preference, socioeconomic status (Anthicha Sangchai, 2004, p. 75); 4) the aesthetic value; the aesthetics with distinction, fineness, and contemporary.

The development of artistic innovation in products and souvenirs development obtained from preliminary research was extended to the design the products. The outcome and knowledge were conveyed to the communities to further develop and promote the products with creative economy.

9.4 Development of artistic innovation in public relations

•Tourism Guide in Thai version, 300 copies

•Tourism Guide in English version, 300 copies

•Tourism maps, 2,000 copies

•PR pamphlet, 1,000 copies

•Radio-publicized information, 2 radio stations

•TV-publicized information, 2 TV stations

•Publicized printed materials, 5 types

The research result on the development of artistic innovation in public relations suggested the media used for activities being held on various occasions which are mostly in the form of PR documents, pamphlets, radio and TV information, and printed materials. The 3 main features involved the PR for the attendance of large numbers of people; the PR about events; and the PR to provide information to the public. Attendants received useful messages. The target people were indirectly educated about various events and were encouraged to cooperate with the communities or to change their attitude towards the communities in a desirable way. It also provides entertainment for the enjoyment and satisfaction of the target group.

9.5 The development of artistic innovation in aesthetic values

•A Documentary "The Trip of Memory" in 10 minute-length

• A Music VDO "Route 12" in 3 minute and 40 second-length

•A Documentary photo book "Route of Memory" by 30 photo artists from all over the country, 60 work pieces, 300 copies

•2 Events of the ART WORKSHOP by 30 artists in the country and 6 artists from foreign countries, with the printed agenda "The beautiful of route 12", 300 copies

•2 Commercial Ads: 60-minute-motion picture and 60 minute-still picture

• 3 Work Pieces of Land Art. 1) Title "Dok Phaya Sueakrong (Wild Himalayan Cherry)" at Baan Mai Rong Kla, Nurn Purm sub-district, Nakhonthai district, Pitsanuloke 2) Title "The Chair" at B.N. Farm, Khao Khor district, Petchaboon 3) Title "Khao Wongkot (The Maze)" at the grapes & strawberries yard, Khao Khor district, Petchaboon.

The aesthetic value can be sensed through individual's emotion and feeling. The aesthetics and stories represent values through visual perception, then impression, and gratification of the value (Krittiya Chaksan, 2012, p. 14).

A forum for the presentation of research work

The public was invited to visit the actual field work, with more than 140 attendants in the event. The debut and press conference on tourism development was held, along with the news presented through various medias including radios, TVs, websites and newspapers (Anan Ganjanaopan, 2005, p. 75). This type of publicizing the

research work had drawn the attention of involved network partnerships to attend the event and provide more support (Department of Tourism, 2014, p. 19), resulting in the wide spread of research work and increased attention which is better than those conventional ways of academic conference or seminar. It also allows different agencies and sectors to meet, establish networks, and the extension of outcomes in the communities for ongoing development of creative local tourism activities.

10. Recommendations

The current recommendations for tourism development in the communities within the areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor were summarized from the recommendations provided by different sectors, with respect to natural tourism, historical and archaeological tourism, art and culture tourism, tourism services; educating stakeholders and local communities, raising awareness for shared responsibilities for tourism attractions.

10.1 Government sector

• Natural tourism attractions and environment should be preserved by promoting and increasing agro-tourism and health tourism using products that are friendly to environment, prohibiting deforestation while promoting forestation as a means to sustain major river sources and streams, including the conservation and sustainment of natural resources in parallel with local cultural resources.

• In social aspect, there should be relevant trainings to educate people about tourisms that go together with community way of life, cultures and traditions. Laws and regulations should be strictly enforced for the safety of life and assets of both the people and tourists, including the enforcement of laws in relation to the control of physical constructions and tourism activities. In economic aspect, there should be a community tourism board in each of the 3 areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor.

• Responsible persons should be clearly identified for different aspects. Every sector is required to involve in the development, planning, and integration for the standards of tourism attractions, promoting community-based tourism, making use of tourism as a tool for conservation and building the youth and community network for tourism management (Krittiya Chaksan, 2012, p. 12). Tourism officers should be trained and equipped with knowledge and skills in the transfer of information and knowledge. Concerned agencies should concretely and continuously support in terms of budget and staff preparation, including public relations activities so that these communities in the areas of Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor become increasingly and widely known by the public.

10.2 Private sector

• In relation to natural resources and environment, the private sector suggested to focus on hygiene and improvement of facilities around the areas of tourism attractions which requires cooperation of all sectors in tourism management.

• The private sector suggested to take action on transportation and road communication management by organizing proper car driving, keeping the bus routes and time on schedules, improving facilities and direction signs for improved quality of tourism. Importantly, the private sector requested to initiate a pilot project for hotel and accommodation at Phu Hin Rong Kla, Phu Thab Boek, and Khao Khor.

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